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TA | 4936

# **AGREEMENT**

**BETWEEN**

**BOARD OF EDUCATION  
OF  
THE EAST RAMAPO CENTRAL SCHOOL DISTRICT**

**AND**

**THE EAST RAMAPO TEACHERS ASSOCIATION**

**RECEIVED**

DEC 12 2007

**NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD**

**JULY 1, 2001 – JUNE 30, 2005**

Extended 7/1/05 – 6/30/07



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## **EAST RAMAPO TEACHERS ASSOCIATION**

### **CONTRACT**

#### ***PREAMBLE***

This Agreement entered into this 6<sup>th</sup> day of June, 2003 by and between EAST RAMAPO CENTRAL SCHOOL DISTRICT, ROCKLAND COUNTY, NEW YORK, a school district organized and existing under and by virtue of the Education Law of the State of New York and having its principal offices at 105 S. Madison Avenue, Spring Valley, New York, hereinafter call "District" or the "Board" and EAST RAMAPO TEACHERS ASSOCIATION, an incorporated association having its principal office at , 377 Route 59, Monsey, New York, hereinafter called the "Association",

#### **WITNESSETH:**

WHEREAS, the District has established, pursuant to Section 207 of the Civil Service Law, the instructional staff as a negotiating unit hereinafter called "Unit" for the purpose of representing the members of that unit in negotiations with respect to the terms and the conditions of employment and

NOW, THEREFORE, it is mutually agreed as follows:

### **ARTICLE I DUES DEDUCTION**

#### **A. Authorization**

1. As authorized under section 93-b of the General Municipal Law and in keeping with the intent of Chapter 392, Laws of 1967, a payroll deduction plan for dues is established for membership in the Association listed below. Deduction of dues is provided as members of the staff individually and voluntarily authorize the Board to deduct. Such authorization shall be in writing on a form identified in this agreement as Appendix "B". The form will be distributed by the Association.
2. The Association shall certify to the Board of Education in writing the current rate of its membership dues. If the Association changes the rate of its membership dues, it will give the Board thirty (30) days notice prior to the effective date of such changes or 30 days prior to the third pay day, whichever comes first.

## **B. Manner of Deduction**

1. The total annual membership dues certified for the Association will be deducted in twenty equal installments beginning with the first regularly scheduled pay check.
  2. The amount deducted will be transmitted to the Association immediately following each pay period. The first and final transmittal will be accompanied by a listing of the members for whom deductions have been made and the amount deducted for each.
- C. Unit members who are not members of the Association shall be required to pay an agency fee equivalent to the unified dues of the Association. The agency fee shall be deducted by the District in the same manner as for voluntary dues deduction in paragraph B.1 above.
1. All monies deducted shall be transmitted to the Association with dues deduction monies.
  2. The Association hereby agrees to indemnify and save harmless the District and the Board of Education from any and all claims, actions, demands, suits or proceedings by any employee or any other party arising from its agreement to implement agency fee deductions for the Association effective July 1, 1980 in the Agreements between the parties for the period July 1, 1980 through June 30, 2005.
  3. The Association shall adopt a refund procedure consistent with the provisions of Section 208, Subsection 3 of the Civil Service Law.

## **ARTICLE II PRINCIPLES AND NEGOTIATION PROCEDURES**

Pursuant to Article 15 of the State Civil Service Law, the Board of Education of East Ramapo Central School District hereby adopts the following agreement concerning the methods by which negotiations shall take place with the Association.

### **A. Negotiable Items**

The Board and the Association agree to negotiate in accordance with the procedures set forth herein in a good faith effort to reach agreement concerning matters including, but not limited to, teacher salaries, role of teacher in curriculum development, the handling of grievances, class size, teaching load, performance of non-teaching duties, teacher facilities, teaching assignments, transfers, promotions,

substitute teachers, protection of teachers, leaves of absence, allowable absence, medical benefits, health services, recruitment, professional growth, other fringe benefits, and other terms and conditions of employment, as these conditions apply to regular school sessions and/or summer sessions.

## **B. Negotiating Team**

The Board or designated representative(s) of the Board will meet with representatives designated by the Association for the purpose of discussion and reaching mutually satisfactory agreements. Neither party in any negotiations shall have any control over the selection of the representative(s) of the other party.

## **C. Opening Negotiations**

Upon a request of either party for a meeting to open negotiations on a successor Agreement, a mutually acceptable meeting date shall be set not more than fifteen calendar days following such request. In any given year, such request shall be made not earlier than November 1, nor later than January 1, except by mutual consent.

## **D. Negotiation Procedures**

1. Following the initial meeting as described in Paragraph C, such additional meetings shall be held until the parties reach an agreement on the items or until impasse is reached. A maximum of eight (8) negotiating sessions may be held during the school day unless by mutual agreement or unless so scheduled by a Public Employment Relations Board (PERB) representative. School day meetings shall have a maximum of four (4) members representing the Association. A caucus can be called by either party as it is deemed necessary.
2. While no final agreement shall be executed without ratification by the Board and the Association, the parties mutually pledge that their representative will be clothed with all necessary power and authority to make proposals, counter-proposals, and reach compromises in the course of negotiations.
3. Bargaining sessions shall not last more than two (2) hours unless mutually agreed to by the parties.

## **E. Exchange of Information**

Both parties and/or the Superintendent shall furnish each other, upon reasonable request, all available information pertinent to the items under consideration.



#### **F. Consultants**

The parties may call upon consultants to assist in preparing for negotiations, and advise them during conference sessions. The expense of such consultants shall be borne by the party requesting them.

#### **G. Press Releases**

The parties agree that, during the period of negotiations and prior to reaching an agreement which is to be submitted to the Board and Association, the proceedings shall not be released to the public unless an issuance has the prior approval of both parties.

#### **H. Reaching Agreement**

As tentative agreement is reached on each individual item being negotiated, that item shall be reduced to writing. This is merely a note keeping device to the mutual benefit of both parties. When agreement is reached concerning the entire negotiating package, the proposed Agreement shall be reduced to writing and submitted to the Board and the Association for approval. Following approval by the Board and the Association membership, the Board shall take that action which is necessary to make the proposed Agreement official.

#### **I. Record Keeping**

Each party shall be responsible for the record keeping that it desires to maintain during the various negotiation meetings.

### **ARTICLE III DEVELOPMENT AND IMPLEMENTATION OF CURRICULUM AND RELATED EDUCATIONAL PROGRAMS**

**A.** There shall be a seven (7) member Curriculum Planning Board.

**B.** The Curriculum Planning Board shall be composed as follows:

1. Three (3) members of the Curriculum Planning Board shall be appointed by the Association.
2. The Curriculum Planning Board shall be appointed from the professional staff of the District.

- C. The function of the Curriculum Planning Board will be to initiate, review and recommend curriculum and instructional programs and procedures.
- D. Sub-committees may be established as they are needed.
- E. All final recommendations of the Curriculum Planning Board shall be submitted to the Superintendent who will forward them verbatim to the Board of Education.
- F. The Superintendent shall convey to the CPB copies of any comments or recommendations he/she makes to the Board relative to CPB reports at the same time that such comments are forwarded to the Board.
- G. The basis for operation for this committee shall be governed by its constitution and by-laws.
- H. The Superintendent may submit items for consideration by the Curriculum Planning Board. In such instances, these items will be placed on the agenda for the meeting immediately following receipt of notice of the items by the chairperson of the CPB.
- I. No more than one-half of the meetings of the Curriculum Planning Board will be held during the instructional day.

#### **ARTICLE IV EMPLOYMENT, ASSIGNMENT, TRANSFER AND PROMOTION OF PROFESSIONAL STAFF**

##### **A. Employment Practices for Teachers**

1. All unit members interviewed within the District will be notified in writing of the disposition of their application within thirty (30) days of their interview.
2. All supervisory personnel involved in the process of interview or who will be charged with the supervision of the applicant shall also be notified of the applicant's status at this time.

##### **B. Teacher Orientation**

1. All persons appointed by the School District to either regular substitute positions, part-time positions or probationary teaching positions shall participate in "new teacher orientation" programs which may include two days of activities prior to the date on which all other teachers must report to work for the beginning of the school year.

2. In addition to the requirement set forth in the preceding paragraph, there shall be fifteen (15) hours of meaningful professional growth activities (i.e. staff development) conducted by any person(s) as assigned by the Superintendent of Schools.
3. Any individual hired by the School District as a teacher, who previously worked as a teacher for the School District for a continuous and uninterrupted period of two (2) or more years and who was so employed by the School District not more than two (2) years prior to being rehired, shall not have to participate in the "new teacher orientation" program. Teachers who have fulfilled these "new teacher orientation" requirements within two years of the date of reinstatement shall also be exempt from this requirement. All other individuals, even if previously employed by the School District as a teacher, must participate in the program.
4. There shall be no additional compensation for participation in the activities set forth above.

#### **C. Salary and Assignment Notices**

1. Teachers presently employed in the District shall receive their salary notices for the next school year not later than twenty (20) school days prior to the scheduled last day of any school year, subject to teachers' negotiations.
2. A Teacher who is qualified for a new class on the salary schedule will be transferred to the appropriate step of the new class effective the first day of July for courses completed during the second semester which satisfy the salary transfer requirements; the first day of September for those courses completed during the summer which satisfy the salary transfer request requirements; and on the first day of February for those courses completed during the first semester which satisfy the salary request requirements.
3. Whenever possible, teachers shall receive their tentative teaching assignments and tentative daily time schedule for the next school year on or before June 1.

#### **D. Area of Assignment**

1. Teachers shall normally be assigned within their areas of certification.
2. Persons hired as Teaching Assistants shall not be assigned to a class as a teacher (i.e., shall not be placed in a classroom without the presence of a person hired as a teacher).

#### **E. Notice of Vacancies for Existent Positions**

1. After vacancies are established, the Director of Personnel shall notify the staff through a supplemental list in "Chalk Talk" within ten (10) school days of establishment of such vacancies.
2. When vacancies become established at the end of the school year or during the summer, teachers who have submitted self-addressed envelopes (to the Personnel Office) for this purpose shall be notified of such vacancies on or about July 1, July 20 and August 10.

#### **F. Request for Transfer**

1. Teachers may file a written statement with the Director of Personnel for reassignment or transfer to positions listed on the supplemental list of vacancies or to another assignment within the District. Such statements should include the grade, and/or subject and buildings(s) to which the teacher desires to be transferred.
2.
  - a. In the event a school or schools within the District are closed, teachers in the closing school(s) will have priority for placement in existing vacancies within the same tenure area based on seniority within the District, provided that such placement is recommended by the principal of the receiving school.
  - b. Whenever possible, grade placement of these teachers will be placed on seniority within the grade levels, e.g. Kindergarten, Pre-K, Primary, Transitional, and Intermediate.
3.
  - a. Newly appointed teachers shall not be assigned for the next school year until displaced teachers in the same certification area from the closing school or schools shall have received placement.
  - b. Newly appointed teachers shall not be assigned for the next school year until all requests for transfer received prior to February 15 of the current year have been acted upon and the applicant notified of the action taken.
4. All other factors being substantially equal, the applicant with seniority in the District will be selected for the position.
5. A request for transfer will become inactive at the termination of the second school year (June 30) unless the teacher files for reactivation.

### **G. New Positions**

1. Announcement of new positions must be made in "Chalk Talk" no later than ten (10) days after the establishment of the position.
2. When new positions become established at the end of the school year or during the summer, teachers, who have submitted self-addressed envelopes (to the Personnel Office) for this purpose, shall be notified of such vacancies on or about July 1, July 20, and August 10.
3. A complete job description should be available at the announcement of the position.

### **H. Elimination of Position by Reduction of Staff**

1. Where teaching staff is to be reduced in number, retention shall be in accordance with the laws applicable to the same.
2. The Superintendent will notify the Association expeditiously of all recommendations to the Board of Education regarding elimination of positions and, if requested, will discuss such recommendations with the Association prior to his/her forwarding of formal recommendations to the Board.

### **I. Involuntary Transfer**

1. Written notice of transfer or reassignment will be given to teachers within five (5) days of the decision and at least five (5) days prior to the date upon which the transfer or reassignment becomes effective in the months of September and February; and at least fifteen (15) days during the rest of the school year.
2. An involuntary transfer or reassignment will not be made until after a meeting between the teacher involved and the building principal, at which time the teacher will be informed of the reasons therefor.
3. In the event that a teacher objects to the transfer or reassignment at this meeting, he/she may resort to the grievance procedure.
4. All other factors being equal, teachers with greatest seniority in the school district shall be the last to be transferred involuntarily.

### **J. Schedules and Reimbursement of Teachers Required to Travel**

1. Personnel required by the District to travel between schools during a school day shall not be required to use their lunch period for travel time.

2. Travel allowance shall be made at the same rate allowed by the Internal Revenue Service.

**K. Teacher's Residence**

Insofar as possible, the assignment of teachers to schools shall not be based on the teacher's residence within the District.

**L. "Acting" Service Credit**

1. Anyone accepting an assignment in an "acting" capacity to fill an encumbered position shall receive seniority credit for the full period of such service.
2. Such seniority shall be credited to the tenure area from which the person entered the "acting" service and shall only be credited when the person returns to that tenure area immediately following the periods of "acting" service.
3. Should any statute or final court decision provide to the contrary, this section shall be deemed amended to the extent necessary to conform thereto, and seniority shall be provided by law. This section shall not be subject to arbitration.

**M. School/Grade Reorganization, Reduction in Force**

1. In the event that school/grade reorganization takes place, or reduction in force occurs, teachers whose placement is so affected will have priority for placement in existing vacancies within the same tenure area based on seniority within the District, provided that such placement is recommended by the Superintendent of Schools who shall consider seniority within grade levels and educational needs.
2. Newly appointed teachers shall not be assigned for the next school year until displaced teachers in the same certification area from the reorganized schools shall have received placement.
3. Transfers occasioned by school/grade reorganization or reduction in force, shall not be construed as involuntary transfers, and the decision of the Superintendent shall be final, binding, and non-arbitrable.

**ARTICLE V  
TEACHING AND TEACHING FACILITIES**

The Board agrees to exercise its best efforts to provide and maintain adequate and proper instructional and teacher facilities within the District. These shall include:

instructional classrooms in safely usable condition with lighting, heat and ventilation and with desks and chairs for all students and one teacher desk in each classroom, and a teacher work area, if possible with existing facilities. In cases where it is necessary that heavy (having substantial weight, e.g., a piano) supplies and/or equipment be moved from one location to another, support will be given to do the moving whenever possible.

## **ARTICLE VI TEACHER PROTECTION AND STUDENT DISCIPLINE**

### **A. Assistance in Assault Cases**

1. Teachers will immediately report all cases of assault sustained by them in connection with their employment to their principal and commit the incident in writing within 48 hours, except in extenuating circumstances. The Superintendent or his/her representative shall acknowledge to the teacher receipt of such report within 48 hours whenever practical or as soon thereafter as possible. The teacher's report will then be forwarded to the Board of Education.
2. The attorney for the Board shall advise the teacher of his/her rights and shall provide such information in writing, obtain for the teacher relevant information concerning the incident in the possession of the administration, police or other agencies involved, accompany the teacher in court appearances and advise the teacher in investigations by police or other legally conducted investigations.

### **B. Legal Counsel**

The Board agrees to provide legal counsel to teachers in any civil action or criminal proceedings arising out of any disciplinary action taken against any pupil of the school district while in the discharge of duties within the scope of his/her employment. The teacher must, however, within ten (10) days of service of a summons, complaint, or other legal paper deliver the original or a copy to the Board.

### **C. Compensation for Lost Time and Destruction of Personal Property**

1. If such an assault (as in A.1.) on a teacher results in lost time, the teacher shall be paid in full and such paid absence shall not be deducted from any accumulated sick leave to which such teacher is entitled under this Agreement.
2. If a Bargaining Unit Member suffers loss or destruction of a prosthetic device, such as eyeglasses, dentures, hearing aid, etc., or has his/her clothing damaged while acting in the line of duty (i.e. to stop a disturbance, is assaulted by a student, or while attempting to prevent the destruction of district property, such

as fire), the Board will assume the reasonable cost of the replacement or repair of such item(s) provided such loss, damage, or destruction was not due to the teacher's negligence or otherwise covered by Workers Compensation or insurance benefits provided by the District. The teacher must report the incident and loss to the building principal in writing within 48 hours, or as soon as possible, after the incident occurred. In no event shall a teacher seek duplicate compensation from both the District and a private insurer.

#### **D. Parent-Student Complaints**

Formal complaints by parents of a student or by a student which are directed toward a teacher shall be called to the teacher's attention within 24 hours, and the teacher shall be afforded an opportunity to reply to the same. No complaint, letter or report shall be placed in the teacher's file without the teacher's knowledge and without an opportunity to make a written statement of defense to be attached to the original complaint.

#### **E. Disciplinary Orders**

Teachers shall receive instructions and directions relative to student discipline only from authorized supervisors, and student punishment and discipline referred to higher authority by a teacher shall be administered only by authorized supervisory personnel.

#### **F. Disciplinary Problems**

No students who represent disciplinary problems will knowingly be assigned to any class without first informing the teacher of such class of the known facts relative to such pupils. Teachers encountering such pupils in their classes shall be given early support in the form of appropriate assistance for the child. The classroom teacher will be notified in writing within ten (10) days of the action being taken or the nature and extent of the assistance to be given the disruptive student, if known within such time. The final disposition will be revealed to the teacher.

#### **G. Disruptive Pupils**

In the event that the presence of any pupil or pupils becomes unduly disruptive to the conduct of instruction or threatens the welfare and/or safety of the teacher and/or pupils, the teacher is hereby authorized to forthwith remove such pupil or pupils from the class and such pupils shall not be returned to class by the principal until the teacher has been consulted. If the consultation is deemed unsatisfactory by the teacher, he/she may request and will be granted a conference at the central administrative level with the appropriate director. The teacher involved may also elect to be accompanied by a member of the professional staff at such conference.



## **H. Student Rights**

Nothing contained in this article shall be construed as a limitation of the rights of any student, nor of the obligations of the Board of Education to afford "due process" to students. Any provision of this article which shall, at any time, be in conflict with such rights or obligations shall not be enforceable in any form.

## **I. Parent Cooperation in Discipline**

Teachers have the right and are encouraged to enlist the cooperation of parents in handling discipline problems.

# **ARTICLE VII TEACHING LOAD AND SCHOOL DAY**

## **A. Teaching Load/Class Coverage**

1. a. Teaching Load - Secondary teachers shall be assigned no more than five (5) instructional periods per day plus one (1) non-teaching assignment. In the event that a teacher is asked to teach an assignment on the request of a building principal that will cause the teacher to exceed the above service requirements, he/she may refuse without prejudice. If he/she accepts such assignment, he/she will do so with the understanding that he/she will undertake the first two (2) such assignments per semester without compensation, and he/she will be compensated on a pro rata basis of 1/5 of 1/200 of his/her annual salary for such services beyond two (2) per semester.  
  
b. Class Coverage - The School District may reassign any teacher from a regularly scheduled non-teaching assignment to cover (supervise) a class without any cost to the district.  
  
c. The parties agree that both 1a and 1b represent two distinct and separate methods that can be utilized by the District in the matter of teaching load/class coverage. The District is permitted to use 1a in instances in which extra teaching is sought, and 1b in instances in which extra coverage (supervision) is sought. The District is also permitted, in any instance in which a teacher exercises his/her right to refuse without prejudice an extra teaching assignment under the provisions of 1a above, to assign the teacher to cover (supervise) the same class under the provisions of 1b above.
2. Secondary teachers (with the exception of English in grades 10-11-12 and physical education) shall have a total instructional load not to exceed 135, except as provided in sub-section B.5 below.

3. English teachers in grades 10-11-12 shall have a total instructional load not to exceed 120, except as provided in B.5 below.
4. Secondary teachers shall be scheduled for no more than three (3) consecutive teaching assignments except with the consent of the teacher and building administrator.
5. Secondary teachers shall be assigned no more than three (3) distinct academic preparations except with the consent of the teacher and building administrator.
6. Notwithstanding any other provision in Article VII A, beginning in the 2003-2004 school year, A/B day classes will consist of Secondary Music classes, Middle School Health classes and Secondary Physical Education classes. The daily instructional load for music and Middle School Health classes is 135. The daily instructional load for secondary Physical Education classes is 175 during the 2003 – 2004 school year, and 150 beginning in 2004 – 2005 school year.

It is further agreed that, in the 2003-2004 school year, no teacher employed prior to the implementation of this clause will lose his or her teaching position as a result of its implementation.

#### **B. Class Size**

1. The Board and Association agree that large class sizes are inimical to effective education and unduly onerous to the individual teacher. The parties further agree that insofar as funds and facilities are available, the highest priority will go to reducing regular class size where these numbers exceed educationally sound approaches to the learning experience of students.
2. The following chart shall establish the maximum number of pupils per class and shall not be exceeded except as noted below:

<b>ELEMENTARY LEVEL</b>	<b>MAXIMUM</b>
Pre-Kindergarten	15
Kindergarten	27
Grades 1-2-3	29
Grades 4-5-6	32

**SECONDARY LEVEL**

Physical Education	44	2002-2003
	35	2003-2004
	30	2004-2005 and thereafter
Music - Instrumental	12	
Large group instruction	75	
Grades 7 – 10	25	2002-2003
Grades 7 – 11	24	2003-2004
Grades 7 – 12	24	2004-2005 and thereafter
Above Level/Honors/Advanced Placement		
Grades 7 – 8	32	2002-2003
Grades 9 – 12	30	2002-2003
Grades 7 – 12	28	2003-2004 and thereafter

The parties agree that pedagogy may be affected by the composition of the class. The parties further agree that those classes where a preponderance of the students have demonstrated low performance scores on the most recent District and/or standardized tests, or there is any other imbalance identified by the teacher, the teacher should approach his/her Department Chairperson to discuss the possibilities of reconfiguring the class. The District, in such event, will make every reasonable good faith effort to reconfigure the class. Such possible reconfiguration may include changing the composition of the class or reducing class size. The final decision regarding reconfiguration of the class or reducing the class size will be the Superintendent's.

**ELEMENTARY AND SECONDARY SPECIAL EDUCATION**

Self Contained Minimal Special Education Needs	15:1
Moderate Special Education Needs	12:1:1
Intensive Special Education Needs	8:1:1
Highly Intensive Special Education Needs	6:1:1
Resource Room	5:1
Resource Room Maximum Load (elementary)	20
Resource Room Maximum Load (secondary)	25

"Class" as used in the charts mean "classroom group" or section.

3. Class size/teacher load shall be established using the same procedures as were employed during the administration of the 1974-1977 agreement.
4. All teachers assigned to a class or classes established by the procedures referred to above shall be employed for the following school year, except as they may be affected by paragraph 7 below.
5. In September the District shall have the right to exceed maximum class size(s) by 10% and secondary teacher load by 5% to accommodate changes which may have occurred subsequently to the procedures referred to in paragraph 3 above.
6. Teachers shall not be excessed as a result of implementing the provisions of paragraph 5 above.
7. These provisions (paragraphs 3,4,5,6 above) shall in no way restrict or curtail the Board's right to reduce staff for other reasons including, but not limited to, declining enrollment, or the elimination of, or changes in programs.

#### **C. School Day**

1. Each secondary school teacher will have at least one (1) uninterrupted standard instructional period duty free for lunch.
2. All elementary teachers shall be granted an uninterrupted and duty free lunch period of not less than thirty (30) minutes per day with an aggregate lunch time of two hundred ten (210) minutes per week.
3. All secondary teachers shall have at least one (1) unassigned and uninterrupted preparation period per day that is not less than the equivalent in time of a regular instructional period.
4. All elementary teachers shall be granted an uninterrupted and duty free preparation period of not less than twenty (20) minutes at least four (4) days per week and five (5) days wherever possible with an aggregate of at least one hundred sixty (160) minutes per week.

#### **D. Teacher Responsibilities**

1. Teachers will continue to carry out their professional duties by arriving a reasonable time before the regular school session and by staying a reasonable time after the conclusion of the school session.

2. Time is to be set aside for additional student help where needed and for being present at meetings, conferences, and special events that are consistent with past practice. However, no member of the professional staff will be required to remain in the building longer than his/her presence is needed to fulfill his/her professional responsibilities.
3. It is understood and agreed that no further additional specific responsibilities in terms of time will be imposed, nor expected, without mutual agreement of the parties; except that current practices shall continue.
4. Effective July 1, 1999, teachers will provide five (5) additional hours during the school year for common planning time and ten (10) additional hours during the school year for tutorial time for students beyond the time provided during the 1998/99 school year.
5. Effective July 1, 2000, teachers will provide ten (10) additional hours during the school year for common planning time and ten (10) additional hours during the school year for tutorial time for students beyond the time provided during the 1998/99 school year.
6. During the 1998/99 school year, the Teachers' Center Policy Board will devise a plan for the use of the additional time set forth in paragraphs 4 and 5 above.

#### **E. Number of Sessions**

No teacher or special area persons will be required to work more than one school session.

#### **F. Teacher's Relief Time**

Elementary teachers shall be relieved of playground and lunch duty and secondary teachers shall be relieved of lunch duty to the extent the Board finds such relief possible with an expenditure of \$50,000 per year.

It is understood that all time relief from above duty will be used by the teachers involved for instructional purposes.

### **ARTICLE VIII SCHOOL CALENDAR**

- A. The 2001-02 school calendar is attached hereto and made part of this Agreement.
- B. The calendars for 2001-02, 2002-03 shall contain the same number of work days as the 1988-89 calendar. The calendars for 2003-04 and 2004-05 shall have 183

4-13-04

workdays. Except as set forth above, these calendars shall be in the same form and structure as the 1976-77 calendar, and shall be the result of a joint meeting of the parties for advisory purposes, subject to approval by the Board, and when approved by the Board, shall be included in the Agreement.

C. The first day of student attendance shall be a full day of student instruction.

## Instructional School Calendar 2001-2002

## ATTACHMENT A

4TH WEEKS	S	M	T	W	TH	F	S	
September	2	3	4	5	6	7	8	9/3 Labor Day
	9	10	11	12	13	14	15	9/4 Staff Development Day #1
6	16	17	18	19	20	21	22	9/5 First Day (Full day) for Students
	23	24	25	26	27	28	29	9/18 Rosh Hashana-1 <sup>st</sup> Day
30								9/19 Rosh Hashana-2 <sup>nd</sup> Day
								9/27 Yom Kippur (15 days)
October	7	8	9	10	11	12	13	10/8 Columbus Day
	14	15	16	17	18	19	20	10/18 Early Dismissal- Staff Dev.
5	21	22	23	24	25	26	27	(22 Days)
	28	29	30	31				
November	4	5	6	7	8	9	10	11/6 Election Day/Supt. Conf. Day
	11	12	13	14	15	16	17	11/12 Veterans Day (Legal Observ.)
5	18	19	20	21	22	23	24	11/15 Early Dismissal- Staff Dev.
	25	26	27	28	29	30		11/22 - 11/23 Thanksgiving Recess (19 Days)
December	2	3	4	5	6	7	8	
	9	10	11	12	13	14	15	
6	16	17	18	19	20	21	22	12/24-1/1 Winter Recess
	23	24	25	26	27	28	29	(15 Days)
30	31							
January	6	7	8	9	10	11	12	1/1 New Year's Day
	13	14	15	16	17	18	19	1/2 Classes Resume
5	20	21	22	23	24	25	26	1/17 Early Dismissal- Staff Dev.
	27	28	29	30	31			1/21 Martin Luther King, Jr. Day (21 Days)
February	3	4	5	6	7	8	9	
	10	11	12	13	14	15	16	2/14 Early Dismissal- Staff Dev.
5	17	18	19	20	21	22	23	2/18-2/22 February Break (15 Days)
	24	25	26	27	28			
March	3	4	5	6	7	8	9	
	10	11	12	13	14	15	16	
6	17	18	19	20	21	22	23	3/21 Early Dismissal- Staff Dev.
	24	25	26	27	28	29	30	3/28-4/5 Spring Recess (19 Days)
31								
April	7	8	9	10	11	12	13	3/28 - 4/5 Spring Recess
	14	15	16	17	18	19	20	4/18 Early Dismissal- Staff Dev.
5	21	22	23	24	25	26	27	(17 Days)
	28	29	30					
May	5	6	7	8	9	10	11	5/16 Early Dismissal- Staff Dev.
	12	13	14	15	16	17	18	5/24 Supt. Conf. Day
5	19	20	21	22	23	24	25	5/27 Memorial Day (22 Days)
	26	27	28	29	30	31		
June	2	3	4	5	6	7	8	
	9	10	11	12	13	14	15	6/26 Last Day of School for Students
6	16	17	18	19	20	21	22	6/27 Staff Development Day #2 (18 Days)
	23	24	25	26	27	28	29	(185 Teacher Days)(183 Pupil Days)
30								

Notes: A) \* 3/29, 4/1-4/5 may be required to fulfill the mandated 180-day instructional school year. It is the desire for the school district NOT to be in session on these dates. However, if schools are closed for more than the days allotted for emergency closings, then these days may be required as "School Days" to meet the State Mandate. Their order of use will be determined by the Superintendent. Therefore, students and staff are advised NOT to make plans on these dates.

B) A two hour early dismissal for students on one Thursday of each month has been scheduled to allow for staff development activities. Please note that while the district anticipates no reason to depart from the staff development schedule, if for any reason the Board of Education determines these periods should not be used for that purpose, these days will return to full days of instruction for students.

### SCHOOL SESSIONS

Kindergarten	I	8:25 - 10:55.....	12:10 - 2:40
Kindergarten	II	8:55 - 11:25.....	12:40 - 3:10
Grades 1 - 6	I	8:25.....	2:40
	II	8:55.....	3:10
Grades 10 - 12	I	7:42.....	1:56
Grades 7 - 9	II	9:25.....	3:40

In the event that the School District elects to implement a grade reorganization change, the District may make such grade reorganization as necessary without being in violation of the SCHOOL SESSIONS part of the Agreement, provided that there is no addition of time to the school day or the school year, and that all such reorganized schools be clearly identified as to their starting and ending times in a manner consistent with the SCHOOL SESSIONS format. No school session shall begin earlier than 7:42 A.M., nor terminate later than 3:40 P.M.

If the District embarks on any investigations or research into a school/grade reorganization change, the District assures input and involvement of the Teachers Association in any such investigation or research prior to the arrival of any decision on the matter. The Association acknowledges that such input shall be advisory only and that any decision as to the school/grade reorganization shall be made solely by the Board of Education.

### ARTICLE IX EVALUATION AND RECORDS

- A. Teacher supervision will be conducted openly and with full knowledge of said individual. Evaluations are the responsibility of the principal.
- B. All class visits and evaluation reports will be reviewed in a conference between the teacher and the person making the report. Any such report will be signed by the teacher to indicate that he/she has seen it and discussed it, and a copy will be made available to the teacher at the time he/she signs it.
- C. Teachers have the right to prepare comments in regard to the class visit or observation reports within seven (7) school days, and these comments shall be attached to all copies of the report.
- D. Upon request a teacher may review the contents of his/her personal file and make copies of any parts of it in the presence of the appropriate administrator at a mutually



convenient time, at a cost to the teacher of ten cents per page per copy except for official Teacher Association business. Confidential material such as transcripts, recommendations and references will be removed prior to review by the teacher.

- E. Any material relative to a teacher's conduct, service, character, or personality prepared by a supervisor within the district will not be placed in his/her personal file or communicated to a third party (if such material is to be used in any evaluation) unless the teacher has had an opportunity to review the material. Any written communication which is not made a part of the teacher's personal file as above within seven (7) school days of the occurrence involved or the date of knowledge thereof cannot be utilized in evaluation of a teacher's conduct, service, character, or personality. The teacher will acknowledge that he/she has had an opportunity to review the material by affixing his/her signature to the copy to be filed or communicated with the express understanding that such signature in no way indicates agreement with the content thereof. The teacher will also have the right to submit a written response to such material within seven (7) school days and his/her reply shall be attached to the file copy or communicated copy. Communications to parties outside the school district are exempt from this.
- F. In the absence of formal class visit and evaluation reports or other formal entries into the personal file, a tenured teacher has the right to assume that his/her performance is fully satisfactory, and he/she is eligible for any and all benefits dependent on satisfactory performance.
- G. Each probationary and temporary teacher prior to obtaining tenure shall be visited at least three (3) times and evaluated at least once (1) each semester by administrative and/or supervisory personnel who are directly responsible for the improvement of instruction in his/her grade level or subject field.
- H. Effort shall be made by administrative and/or supervisory personnel to help the teacher if there is evidence of need for such assistance.
- I. Evidence of unsatisfactory performance shall be brought to the teacher's attention and the teacher shall be given sufficient time for improvement, unless it can be shown that no purpose would be served.
- J. The criteria for evaluation must be communicated to each teacher through the handbook and other appropriate media (bulletin board), and each teacher must be apprised of these criteria upon request.
- K. The following factors shall be among those taken into consideration when evaluating a teacher:
  - 1. The teacher's load.

2. The ability level of students.
3. The number of students.
4. The help and aid given by supervisory personnel.
5. The physical room assignment.
6. The equipment made available.
7. The extra duties that interfere with classroom teaching.

## **ARTICLE X ALLOWABLE ABSENCE**

**A.** Teachers shall be allowed absences on school days without deduction from salary as follows:

1. Each teacher shall be allowed a total of twenty (20) days per year for absences due to:
  - a. Personal illness
  - b. Family illness
  - c. Personal leave

(All absences for the above reasons shall be deducted from the twenty (20) days allowed per year).

### **2. Bereavement Leave**

Each teacher shall be allowed absence without loss of pay for bereavement leave associated with the death of a member of the immediate family. Family shall be defined to mean only the following:

Parent, child, son-in-law, daughter-in-law, brother, brother-in-law, sister, sister-in-law, grandparents, grandchild, spouse, domestic partner, parents of spouse, and parents of domestic partner.

Up to five (5) days of leave with pay may be granted for each such occurrence involving a parent, child, brother, sister, grandparent, grandchild, spouse, domestic partner, parents of spouse, and parents of domestic partner.

Up to three (3) days of leave with pay may be granted for each such occurrence involving a son-in-law or daughter-in-law.

Up to two(2) days of leave with pay may be granted for each occurrence involving a brother-in-law, or sister-in-law.

### 3. Jury Duty

Absences for jury duty will not result in loss of salary. The teacher shall submit any monies received for such service to the District as soon as he/she receives it.

Where such procedure is available by law or practice, teachers who are required to serve jury duty during the regular school year shall elect a call-in system or other similar notification system, provided, however, that the courthouse to which the teacher is required to report shall be no greater driving time from the school where the teacher works than the time provided by the call-in-system plus 15 minutes. The District shall endeavor in good faith to take all reasonable steps to seek to provide a qualified substitute.

### 4. Military

Absences with loss of salary are permitted for military service. This leave shall be consistent with existing statutory requirements and it shall be understood that every effort shall be made by the employee to have such military obligation fulfilled during recess or the summer months.

### 5. Accumulation

A maximum of fifteen (15) unused days of the twenty (20) for personal illness, family illness, and personal leave will be allowed to accrue from year to year to a maximum of 180 days.

Accumulated leave may only be used for personal illness of the teacher. Teachers shall receive a statement of their accumulation no later than October 30 of each year.

### 6. Family Illness

Absence without loss of salary for family illness is limited to five (5) days in any school year. Family is defined to be: mother, father, spouse, domestic partner, brother, sister, and children.

Two persons will be considered as domestic partners when they meet the following criteria:

- a. Both persons are 18 years of age or older;
- b. Neither of the persons is married;
- c. Neither of the persons is a party to another domestic partnership or has been a party to another domestic partnership within the previous six months;

- d. The persons are not related to each other by blood in a manner that would bar marriage in New York;
- e. The persons have a close and committed personal relationship, and have been living together on a continuous basis for the past one year; and
- f. The persons are of the same sex.

**7. Personal Leave**

Up to three (3) days per year may be used for personal leave without loss of salary. Personal leave shall not be construed to be a means of providing a holiday, a day off, or extending a holiday (recess period). Personal leave may not be used for leave on the day before or after a holiday, vacation (recess period), or a week-end except with the approval of the Superintendent or his/her designee.

All days requested in multiples of two or three must indicate a specific reason on the request for leave.

All requests for personal leave shall be submitted no less than forty-eight (48) hours prior to the date for which leave is requested. Such requests should be filed as early as possible, and submitted on the form furnished for such leave requests.

- 8. A teacher who is absent for five (5) or more consecutive days may be required to present a physician's certificate at the discretion of the Superintendent.
- 9. Teachers who have established a pattern of absences for the purpose of fulfilling religious observance obligations may, after using their three (3) personal leave days for this purpose, use additional leave days for this purpose, to be charged to their sick leave. This provision shall not be expanded under any circumstances to include anyone other than those who qualify as provided above.
- 10. Absences on school days beyond allowed absences will result in deduction in salary at the per diem rate of 1/200 of the teacher's salary.

**B. Voluntary Personal Illness Bank**

- 1. Members of the unit may participate on a voluntary basis in a Personal Illness Bank.
- 2. Contribution:
  - a. Only such unit members who have accumulated a minimum of twenty (20) personal illness days shall be eligible to participate in the Bank.

- b. A teacher is not eligible to participate in the Bank until the beginning of the third year of employment in the District.
- c. Eligible unit members who elect to participate may do so by contributing six (6) days to the Bank. Thereafter, the participant shall contribute one (1) day annually until he/she has contributed a maximum of ten (10) days.
- d. The maximum number of days in the Bank shall not exceed the number of participants times ten. The bank shall be replenished when it is depleted to five (5) days per participant by assessing each participant a day or days at the discretion of the Joint Committee.
- e. Unit members returning from leave, who would have been eligible for participation at some time during their leave, may elect to participate by applying within the first 15 school days of their return to service.
- f. Unit members who become eligible by reason of satisfying the service requirement above (e.g., maximum 2 years) may elect to participate by applying within the first fifteen (15) school days of their eligibility.
- g. All unit members who fail to apply for participation at the first period of eligibility as provided above shall no longer be eligible to participate in the Bank.
- h. Days contributed shall be subtracted from the individual's accumulated personal illness leave.
- i. Participants withdrawing from the Bank shall not have their contributions refunded.

### 3. Withdrawals

Days from the Voluntary Personal Illness Bank shall only be available after annual and accumulated personal illness days are exhausted.

Participants may only withdraw from the Bank for absences due to personal illness that are in excess of one day beyond the individual's accumulation (i.e. an individual must lose one day's pay before being able to withdraw days from the Bank).

Maximum withdrawals shall be:

- a. fifty (50) days for members of the unit for three years.

b. One hundred (100) days for members of the unit for four through ten years.

c. One hundred fifty (150) days for members of the unit for eleven years or more.

4. Approval

Participants seeking to utilize Bank days shall submit a request in writing to the Superintendent stating the reason(s) for such request.

All such requests shall be accompanied by a physician's certificate for verification. The District has the right to have a physician of the District's choice consult with the teacher's personal physician.

5. Administration of the Voluntary Personal Illness Bank shall be by a joint committee of the Board of Education and the East Ramapo Teachers Association.

a. This committee shall be composed of no less than four (4) nor more than six (6) members, 50% of whom are to be appointed by the Association.

b. This committee shall decide on issues of eligibility for participation in the Bank.

## **ARTICLE XI LEAVES OF ABSENCE**

### **A. Child Care Leave**

1. A teacher may obtain a leave of absence without pay and without seniority credited for the period of leave for the purposes of child care, provided the teacher shall request such leave from the Superintendent of Schools at least ninety (90) days prior to the date such leave is requested to begin.

2. The date of return from child care leave (which may be granted for a period of time which shall not exceed 30 months) shall be noted in the request and shall be any of the following dates:

a. The last day of the first semester.

b. The last day of June.

c. Only such of the above dates which are no more than 30 months from the date of the beginning of the leave.

3. Child care leave requests submitted in accordance with this Article shall be granted by the Board upon recommendation of the Superintendent of Schools. The Superintendent of Schools shall not unreasonably withhold his/her approval.
4. In the sole discretion of the Superintendent of Schools, a teacher may be permitted to return to work from a child care leave earlier than the return date noted in the request.
5. While on unpaid child care leave, the teacher may opt to continue his/her health insurance coverage. This continued coverage, while on unpaid child care leave, will be at the teacher's sole expense.

#### **B. Special Leave**

1. A leave of absence without pay may be granted to certificated personnel for professional study and improvement, or health reasons, for one semester or one year after attaining tenure in the District.
2. All such requests for special leaves by tenured teachers must be made in writing to the Superintendent of Schools stating the professional purpose or health implications by April 1 of the school year prior to the one for which the leave is requested. In the case of non-tenured teachers, the request will be submitted as above, pending their receiving tenure.
3. Special leaves must be submitted to the Board upon the recommendation of the Superintendent of Schools.
4. The term of leave will be considered a period of employment for the purpose of seniority and the step on salary schedule only in cases where the leave is for study in an area directly associated with the instructional duties of the individual on leave and when such persons will use such study for the benefit of the students of East Ramapo Central School District.
5. Tenure, raise, retirement and option for health benefits will be maintained if recommended by the Superintendent of Schools.
6. Teachers on special leave may pursue gainful employment provided that they meet all their obligations to the District as indicated in their application for leave and provided further that such gainful employment was disclosed at the time of the application for special leave and the right to pursue such gainful employment was granted by the Board at the time the Board approved such special leave, or such employment is in furtherance of or for the purpose of providing the funds to carry out the stated purpose of the special leave.

## **ARTICLE XII SABBATICAL LEAVE**

The following provisions regarding Sabbatical Leave are subject to the provisions of Chapter 124 of the Laws of 1971 of the State of New York and any further like legislation relating to Sabbatical Leave:

### **A. Purpose**

A sabbatical leave may be granted for study or health.

### **B. Length**

Leave granted under this policy will be for a semester or a school year.

### **C. Eligibility**

A sabbatical leave may be granted after a teacher has completed at least seven (7) years of teaching in the District.

### **D. Applications**

Applications for sabbatical leave for either first or second semester must be filed in the Office of the Superintendent of Schools on or before March 1 of the preceding school year.

### **E. Compensation and Status**

During the period of sabbatical leave a teacher will receive compensation and retain status as indicated below:

1. During a leave of a full school year - 80 percent of the annual salary.
2. During a leave of one semester - 90 percent of the salary for the semester.
3. After completion of the requirement for service after leave, the teacher shall be entitled to receive the balance to 90 percent of his/her salary for a one year leave or 100 percent of his/her salary for a one semester leave.
4. Tenure rights, social security, retirement, and health insurance benefits will be maintained.



5. The term of leave will be considered a period of employment for the purpose of seniority and in determining step on the salary schedule.

#### **F. Selection**

Preference will be given to applications for sabbatical leave on the basis of seniority of service, value of the leave to the system, and date of application. The Superintendent will make recommendations for consideration by the Board of Education.

#### **G. Distribution**

1. One percent (1%) of the negotiating unit shall be granted sabbatical leave during each school year.
2. The number of sabbatical leaves to be given in a school year will be one percent (1%) of the total number of members of the negotiating unit to the nearest one hundred.
3. One-half of the sabbaticals to be granted shall be for a full school year; one-half of the sabbaticals to be granted shall be for one semester.
4. The first time the number of sabbaticals to be granted is an odd number, the larger number shall be full year sabbaticals; the second time the number of sabbaticals to be granted is an odd number, the smaller number shall be full year sabbaticals; thereafter, the pattern shall alternate.
5. In general, not more than two teachers from any one school, nor more than one per grade level or department will receive sabbatical leave at the same time.

#### **H. Medical Report**

An application for leave for the purpose of health will be accompanied by a statement by the personal physician outlining the condition which is the basis for the request for a leave.

#### **I. Employment**

While on sabbatical leave a teacher may not accept remunerative employment except with approval of the Board of Education.

#### **J. Requirements for Service after Leave**

A teacher who accepts a sabbatical leave will be expected to serve the District for two (2) years following the leave, or one year in case of retirement.

#### **K. Leave Report**

Within two months of resumption of service each teacher who has been absent from duty on account of sabbatical leave will make a report in writing to the Superintendent of Schools. This will include a review of the use made of the leave, benefits derived and other pertinent information that will guide the Board in granting these leaves.

- L. No sabbaticals are to be granted during a moratorium for the life of the Agreement (i.e., six (6) year period).

### **ARTICLE XIII REGULAR SUBSTITUTE TEACHERS**

Regular Substitute (a person who is assigned to a regular position to take the place of a regular teacher who is absent on child care, adoption, sabbatical, military, or other leave for a prolonged period of time).

Regular substitutes who have qualified for any classification of the current teacher salary schedule will be placed on the appropriate step of that schedule. No regular substitute, however, shall be promoted beyond the seventh (7th) salary step. Each day of service for such substitute shall be counted as 1/200 of a year of regular service FOR SALARY CREDIT ONLY. REGULAR SUBSTITUTE SERVICE SHALL NOT BE CREDITED FOR SENIORITY EXCEPT SUCH SERVICE AS MAY HAVE BEEN CREDITED AS PART OF THE PROBATIONARY PERIOD.

### **ARTICLE XIV SALARIES AND COMPENSATION**

- A. The Teachers Salary Schedule incorporates the following:

1. Step 1, Class B is 1.00.
2. Increments for experience (vertical) in any class are 5% of the Step 1 figure in that class.
3. Adjustments for education or "Class" differentials (horizontal).
  - a. 5.5 percent of Step 1, Class B is the differential between each of the first steps of the succeeding classes.
  - b. The B60 class is not applicable to teachers beginning employment subsequent to June 30, 1970.

- c. Classes B15 and B30 shall be eliminated for all unit members hired after December 3, 1980. These classes shall be retained for all incumbent members of the unit as of December 3, 1980. "Incumbent Members" is defined as those who were employed by the District as of December 3, 1980, and those who were on preferred eligibility lists as of December 3, 1980, for return to District employment as of December 3, 1980 and those who were on leave of absence as of December 3, 1980.
  - d. Class B, Steps 6-C2 and Class B45, steps 4-C2 shall be eliminated for all unit members hired after September 1, 1985. These classes and steps shall be retained for all incumbent members of the bargaining unit as of September 1, 1985. "Incumbent Members" is defined as all those employed by the District on September 1, 1985 and those who were on preferred eligibility lists for return to District employment and those who were on leave of absence.
- 4. An additional \$500 beyond each of the M60 salaries is granted to a person who holds an earned doctorate degree.
  - 5. a. During the 1988/89 school year, an increment of \$700.00 will be granted to any teacher after completion of 16 years of credited service.
    - b. During the 1989/90 school year, an additional increment of \$100.00 for a total of \$800.00 will be granted to any teacher after completion of 16 years of credited service.
    - c. During the 1990/91 school year, an additional increment of \$100.00 for a total of \$900.00 will be granted to any teacher after completion of 16 years of credited service.
  - 6. A second career increment of the same amount as the prevailing increment in a particular class will be granted in the school years 1988-89, 1989-90, and 1990-91 to all teachers after the completion of 19 years of credited service.
  - 7. A second career increment of the same amount as the prevailing increment in a particular class will be granted in the school years 1988-89, 1989-90, and 1990-91 to all teachers after completion of 24 years of credited service.
  - 8. a. In the school year 1991-92, a career increment of the same amount as the prevailing increment in a particular class will be granted to all teachers after completion of 17 years of credited service.

b. In the school year 1991-92 a second career increment of the same amount as the prevailing increment in a particular class will be granted to all teachers after completion of 20 years of credited service.

c. In the school year 1991-92 a third career increment of the same amount as the prevailing increment in a particular class will be granted to all teachers after completion of 23 years of credited service.

**NOTE:** All salary and career increments in the school year 1988-89 are retroactive to July 1, 1988.

**NOTE:** In the event of any discrepancy in the matter of teacher salaries between the descriptive explanations above in "A" 5,6,7 and 8 and the actual Teacher Salary Schedules (containing actual dollar amounts which are attached to this Agreement), the teacher salary schedules will be deemed as the correct and accurate portrayal of teacher salaries agreed to in negotiations between the parties.

**NOTE:** Under no circumstances shall a teacher receive both a normal increment and a career increment during the same school year.

9. Effective July 1, 2000, teachers new to the District will receive 95% of the salary applicable to the Step and Class in which they are placed. Beginning in their second year of employment, the teacher will get the full salary for their applicable Class and Step.

## **B. Teachers' Salary Schedule**

The attached teachers' salary schedules shall be in effect for the 2001-02, 2002-03, 2003-04, and 2004-05 school years.

Teachers' salary schedule shall be applicable to teachers who:

**CLASS B** hold valid certificates pursuant to the provisions of the Education Law. Steps 6-C2 of this class shall not be applicable to teachers beginning employment after September 1, 1985.

**CLASS B15** have completed 15 semester hours of approved study beyond the baccalaureate degree; or, for those who do not hold a bachelor's degree, have served a year at the top step of Class B and have earned a permanent or life license, upon presentation of 15 semester hours of approved study beyond that required for the license. This class is not applicable to teachers beginning employment subsequent to December 3, 1980.

CLASS B30	have completed a fifth year of preparation; that is, 30 semester hours of approved study beyond the baccalaureate degree. This class is not applicable to teachers beginning employment subsequent to December 3, 1980.
CLASS M	have completed a master's degree of approved study.
CLASS B45	have completed 15 semester hours of approved study beyond and subsequent to the fifth year of preparation. Steps 4-C2 of this class shall not be applicable to teachers beginning employment after September 1, 1985.
CLASS M15	have completed a master's degree and 15 semester hours of approved study.
CLASS B60	have completed 30 semester hours of approved study beyond and subsequent to the fifth year of preparation. This class is not applicable to teachers beginning employment subsequent to June 30, 1970.
CLASS M30	have completed a master's degree and 30 semester hours of approved study.
CLASS M45	have qualified for Class M30 and have completed an additional 15 semester hours of approved study.
CLASS M60	have qualified for Class M45 and have completed an additional 15 semester hours of approved study.

By hours of approved study, "approved" study is meant graduate work of such nature and quality as shall be approved by the Superintendent of Schools.

The 30 hours of approved study, which constitute the 5th year of preparation, are those taken in point of time after the baccalaureate degree has been earned. The 30 hours of study beyond the fifth year of preparation are hours of study which are completed thereafter.

This salary schedule shall be subject to the following qualifications:

1. A teacher entering the employ of the school district shall begin at such step in the class applicable to him/her as the Board, upon the recommendation of the Superintendent of Schools, shall approve and determine.

2. Each salary increment to which a teacher thereafter becomes entitled shall accrue on the anniversary date of his/her first day of employment, except that part-time teachers' increments shall be as computed under subsection D. below.
3. In implementing this salary schedule all teachers will be placed on the proper step, and for the life of the Agreement, all teachers shall move one step ahead for each year of credited service.

### **C. Early Retirement Incentive**

1. The District shall provide a retirement incentive of \$15,000 to unit members under the following conditions:
  - a. Any unit member who reaches the age of 55 and who is qualified for retirement under the rules of the New York State Teachers' Retirement System may elect to retire and receive a retirement incentive of \$15,000, provided the effective date of the retirement is on or before June 30 of the school year in which the unit member attains the age of 55.
  - b. Any unit member who is qualified for retirement under the rules of the New York State Teachers' Retirement System and who reaches age 55 after June 30, 1988 must elect this incentive in the first school year the unit member reaches 55 or the incentive is deemed waived.
  - c. To be eligible for the incentive, a unit member must sign a written declaration of intent, in the form provided by the District and agreed to by ERTA and annexed hereto as Exhibit 1. In each school year of the Agreement, the form must be submitted by December 31 of the school year of the retirement. For example, a unit member who wishes to retire during the 1989-90 school year must submit the declaration of intent by December 31, 1989. However, if the effective retirement date occurs during the first six months of the school year (September 1 to February 28) then the declaration of intent must be filed no later than two months before the effective retirement date. The Superintendent has the discretion to waive the filing deadlines set forth above in unusual circumstances to prevent undue hardship.
2. Method of payment-members may elect to receive payment in either of the following ways:
  - a. Full payment on June 30 of the year of retirement, or
  - b. Partial payment, in proportions determined by the retiree, on June 30 of the calendar year of retirement and on the following January 1.

#### **D. Part-Time Teachers**

1. A teacher continuing from one year to another as a part-time teacher shall move from one step to another when he has accumulated the equivalent teaching time as a full-time teacher. Such a teacher shall be paid a proportion of the appropriate step of the Teachers' salary schedule equivalent to the percent of full-time service rendered.

Part-time teachers employed prior to July 1, 1971 will maintain their present step classification and will move, for the year 1971-72 only, from one step to another as though they were full-time teachers. However, beginning with July 1, 1972 they will be subject to the prorated time accumulation as all other part-time teachers employed since July 1, 1971 except that in no case will they be placed on a lower step than that occupied as a part-time teacher as of July 1, 1972.

A part-time teacher will continue to move from class to class upon completion of approved credits, the same as a full-time teacher.

2. Each part-time teacher shall have the benefit of all personnel policies as applicable, including absences, etc.

#### **E. Salary Adjustments**

1. The base salary (Step 1, Class B) for the four year term shall be increased annually in the following manner:

2001-02 – 3.00% increase over the base salary for 2000-01.

2002-03 – 4.00% increase over the base salary for 2001-02.

2003-04 – 4.00% increase over the base salary for 2002-03.

2004-05 – 4.00% increase over the base salary for 2003-04.

2. Normal increments as specified in the Teachers' Salary Index Schedule will be granted in addition to the aforementioned base salary increases.

**Note:** Career increments will be paid to those eligible, but on the same basis as other increments.

Teachers, who achieve National Certification, upon verification to the District, shall receive a stipend of \$2,000 in that school year and every subsequent school year as long as they are employed by the East Ramapo Central School District and maintain such certification.

**ARTICLE XV  
MISCELLANEOUS TEACHER ASSIGNMENTS**

**A. Summer School**

1. Summer School Sessions                      Elementary Summer Reading Clinic

8:00 a.m. - 9:30 a.m.	8:00 a.m. - 1:00 p.m.
9:35 a.m. - 11:05 a.m.	
11:10 a.m. - 12:40 p.m.	

2. Appointment of Teachers

- a. The District shall endeavor in good faith to make appointments and issue salary statements no later than June 1 for the summer that immediately follows.
- b. Unless the qualifications and experience of non-district applicants substantially exceed those of District applicants as they apply to the vacancy under consideration, applicants within the District with suitable qualifications and experience will have priority over non-district applicants. This provision applies to new hires only; present summer school staff are not affected by this provision.
- c. A summer school teacher will be granted leave without pay from summer school teaching without jeopardizing his/her seniority in summer school. After two successive leaves, however, any additional leave shall be granted at the discretion of the Superintendent.

3. Compensation

- a. Compensation for a full-time summer school teacher will be determined by using the following formula:

	Salary of the teacher on the regular salary	
1/200	schedule effective July of the appropriate	X number
of	contract year, up to 8th step maximum	of days

On the secondary level for a teacher teaching only one class, one-third of the above amount will be the salary; for two classes, two-thirds of the above amount.

- b. An additional payment of \$100 per student will be made for independent study and mentoring.



c. Compensation for teachers in the Elementary Summer Reading Program will be:

2001-02	\$4,386.57
2002-03	\$4,562.03
2003-04	\$4,744.51
2004-05	\$4,934.29

#### 4. Employment Regulations and Work Rules

a. The list of employment and work rules agreed to by the Association and the District, annexed to this Agreement as Appendix C, shall be used as guidelines in the operation of the summer school.

b. The list of employment regulations and work rules agreed to by the Association and the District, annexed to this Agreement as Appendix E, shall be utilized as guidelines in the operation of the elementary summer reading program.

#### B. Department Chairperson, Secondary Schools:

Number of Teachers In Department	Chairperson's Differential				Class Load
	2001/02	2002/03	2002/04	2004/05	
* 2-3	\$2,388.95	\$2,484.51	\$2,583.89	\$2,687.25	4
* 4-5	\$2,790.82	\$2,902.45	\$3,018.55	\$3,139.29	4
* 6-7	\$3,191.50	\$3,319.16	\$3,451.92	\$3,590.00	4
8-9	\$3,589.86	\$3,733.45	\$3,882.79	\$4,038.10	3
10-11	\$3,992.90	\$4,152.61	\$4,318.72	\$4,491.47	2
12-13	\$4,394.75	\$4,570.54	\$4,753.36	\$4,943.50	2
14-15	\$4,793.09	\$4,984.82	\$5,184.21	\$5,391.58	2
16-17	\$5,196.11	\$5,403.96	\$5,620.12	\$5,844.92	2
18-19	\$5,592.14	\$5,815.82	\$6,048.46	\$6,290.39	2
20 and over	\$6,337.45	\$6,590.94	\$6,854.58	\$7,128.76	1

\*If the District reinstates department chairperson at these levels, then these differentials and class loads shall apply.

#### NOTES:

1. The number of teachers in any given chairperson's department is to be determined by counting each full-time teacher and each part-time teacher, including himself, as one teacher.
2. The chairperson of the department will be regarded as the liaison person between the building principal and the subject teacher.

3. The chairperson of the department is appointed on the recommendation of the principal and the Superintendent subject to approval by the Board.
4. The chairperson of a department will accumulate seniority in accordance with provisions of Appendix D of this Agreement. A seniority list shall be maintained by the Director of Personnel.
5. Supervisory responsibilities for a department without the number of Bargaining Unit Members sufficient to warrant a chairperson (as stipulated above) may be assumed by an existing department chairperson, if such assignment is mutually agreeable to both the chairperson involved and the building principal. Such assignment shall continue only so long as both the chairperson and the building principal concur in its continuance.

**C. Guidance Counselors, Secondary Schools:**

1. The salary for Guidance Counselors employed within the District as of September 1, 1984, shall be determined by multiplying the individual counselor's salary from the regular teacher's salary schedule by 1.05. All current Bargaining Unit Members employed as of September 1, 1984 who are appointed as counselors in the future will have their salaries determined as if they were appointed prior to September 1, 1984.
2. Guidance counselors shall each work 60 hours above and beyond the normal teacher work day and work year. These 60 hours shall be scheduled at the discretion of the District during the regular school year. Insofar as possible, all such hours will be scheduled in advance of the date and time such work shall be performed.
3. If two other districts in Rockland County do not pay a salary differential to guidance counselors, newly appointed counselors who were not Bargaining Unit Members as of September 1, 1984 will be paid from the regular teachers' salary schedule. The elimination of the salary differential shall not occur prior to September 1, 1985.

**D. Psychologists:**

1. The salary for psychologists employed within the District as of September 1, 1984, shall be determined by multiplying the individual psychologist's salary from the regular teacher's salary schedule by 1.05. All current Bargaining Unit Members employed as of September 1, 1984 who are appointed as psychologists in the future will have their salaries determined as if they were appointed prior to September 1, 1984.

2. Psychologists shall each work 60 hours above and beyond the normal work day and work year. These 60 hours shall be scheduled at the discretion of the District during the regular school year. Insofar as possible, all such hours will be scheduled in advance of the date and time such work shall be performed.
3. If two other districts in Rockland County do not pay a salary differential to psychologists, newly appointed psychologists who were not Bargaining Unit Members as of September 1, 1984 will be paid from the regular teachers' salary schedule. The elimination of the salary differential shall not occur prior to September 1, 1985.

**E. Deans:**

The deans' work day shall be the equivalent of the teachers' work day with the understanding that if it exceeds the teacher's work day there will be compensatory time off.

**F. Interscholastic Coaches:**

1. Interscholastic coaches shall receive compensation for the 2001-2005 school years in accordance with the attached schedule(s).
2. Coaches' salaries shall be computed by applying the percentage increase to Class A Varsity Head Coach Grade III. All other coaches' salaries will be adjusted in accordance with the contractual ratios.
3. Rating of Positions: Varsity Assistant and Junior Varsity Head are rated at 66% of Varsity Head; Junior Varsity Assistant and Middle School Head are rated at 60% of Varsity Head; Middle School Assistant is rated at 40% of Varsity Head.

Rating of Classes: Class A - 100%; Class B - 70% of Class A; Class C - 40% of Class A; Class D - 35% of Class A. Grades III to I are increased by 10% each. Advancement through grades shall be made upon the recommendation of the Assistant Superintendent, Secondary Education based upon evaluation of performance.

4. In the event that the Interscholastic Sports program is financed in some way other than the district budget, the Board agrees to provide for coaches' salaries in its budget.

Increases in compensation pertaining to Article XV shall be adjusted according to the percentages in Article XIV, Section E(1) above.

Co-Curricular Positions - See attached schedules.

Note: All dollar amounts are per school unless otherwise noted.

Notes:

- A. Teachers participating in New York State School Music Association sponsored festivals held outside of school time will be paid on an hourly basis. The hourly rate of compensation shall be 1/200 of the annual salary of a teacher on Step 1, Class B, of the current teachers' salary schedule. The maximum number of hours for this activity shall not exceed five (5) per year.
- B. If a position is shared by more than one person, the compensation will be divided in the same ratio as the responsibilities.

**ARTICLE XVI  
INSURANCE BENEFITS**

- A. The Board agrees to provide the current health insurance plan benefits for all members of the professional staff and their families and dependents enrolling in such plan, on the following shared-cost basis for the term of this Agreement. The teachers will assume 20% of the total premium for health insurance. Commencing with the 1993-94 school year, the School District implemented a "premium only" plan pursuant to Internal Revenue Code Section 125 which shall permit employees to pay their share of insurance premiums with "before-tax" dollars.
- B. The Board agrees to provide the current dental insurance plan benefits for all members of the professional staff and their families and dependents enrolling in such plan, on the following shared cost basis for the term of this Agreement. The teachers will assume 20% of the total premium for dental insurance.

Completion of one continuous year's employment within the District will be necessary for entitlement to dental insurance coverage. Any teacher with less than one year's service will be eligible to join said plan provided he/she pays the full premium cost.

**C. Part-time Teacher Insurance Benefits**

With regard to both health and dental insurance benefits, a secondary teacher who teaches 40% or more and an elementary teacher who teaches 50 percent or more will be entitled to full benefits as a full-time teacher. Those who teach less than this time will not receive any insurance benefits. Current part-time teachers who have insurance benefits shall retain them the same as full-time teachers and will pay premiums in accord with the formula set forth above.

## **ARTICLE XVII PROFESSIONAL ORGANIZATION**

### **A. Association Use of Building**

The Association will have the right to use school buildings for meetings and other necessary functions without cost after alerting the building principal to its specific needs. Weekend and holiday use of school buildings will conform with existing Board Utilization Policy.

### **B. Association Use of Facilities**

1. At least one bulletin board area of reasonable size will be reserved at an accessible place in the faculty room of each school for the exclusive use of the Association.
2. The Association will have the use of inter-school mail service and teacher mailboxes, after notifying the principal, without cost, limitation or restriction. The Association agrees to clearly identify all material it sends through the mail services or places in the teachers' mailboxes.
3. The Association will have the use of building equipment (e.g., typewriters, copying machines, audio-visual material, etc.) after informing the building principal of its needs, and when such equipment is not in use. Expendable supplies (e.g., paper, paper clips, etc.) are not included.

### **C. Meeting Time**

1. A twenty (20) minute period will be set aside at the beginning of no more than three (3) regular faculty meetings for use by the Association to conduct its affairs, if such request is made to the principal prior to the start of the meeting by a representative of the Association.
2. A regular meeting time will be designated once each month on a weekday usually set for faculty meetings for use by the Association. No other meetings will be scheduled that conflict with this.

### **D. Leadership Activity Time**

1. The president, the two vice-presidents, the secretary, the treasurer, and the chairpersons of the Central Grievance Committee and the Status and Ethics Committee of the Association shall not be assigned to non-teaching duties during the school day. The length of this released time shall be consistent with

time assigned for non-teaching duties in each respective building. (Only one chairperson of any committee shall be eligible for such released time.)

2. The daily schedule of the president shall be cooperatively developed by the building principal and the president and shall, to the extent feasible, reflect the priorities of the Association president.
3. It is the responsibility of the individual elected/designated to the Association positions cited in this article to notify appropriate administrators so that implementation of this article will not create insurmountable scheduling problems.

#### **E. Association Days**

A maximum of twelve (12) days per year shall be allowed to the Association, exclusive of any other days provided elsewhere in the Agreement, for conducting business affairs that affect the welfare of its members. The president of the Association shall notify the Superintendent in writing in accordance with the current leave or conference provisions prior to any such absence being authorized. The Association shall pay for any substitute teachers that may be required. The District shall not be liable for any normal contingent expenses arising from the utilization of these days (e.g., meals, lodging, travel, etc.).

### **ARTICLE XVIII GRIEVANCE PROCEDURE**

#### **A. Purpose**

The purpose of this grievance procedure shall to be settle, equitably and informally if possible, at the lowest possible administrative level, disputes which may arise from time to time with respect to specific claims of violation, misapplication, or misinterpretation of the terms of this contract.

#### **B. Definitions**

1. A "grievance" is a complaint by one or more teachers of a violation, a misapplication, or a misinterpretation of this contract.
2. The term "teacher" includes any individual or group of individuals within this negotiating unit.
3. The term "days" used in this article shall be school teaching days.

### **C. Structure**

1. Nothing herein contained shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted, without the intervention of the Association, if such adjustment is not inconsistent with the terms of this contract. The Superintendent will inform the Association prior to adjustment of the basis for resolution of such individual grievance. In no case shall such adjustments constitute a binding precedent. No such individual teacher may, however, be represented by an officer, agent, or member of another teachers' organization.
2. There shall be established by the Association a Central Grievance Committee which shall consist of no more than three (3) persons selected by the Association. This committee shall represent the Association at the second and third levels of this procedure.
3. The Board's Appeal Committee at the second level shall consist of the appropriate Assistant Superintendent (Elementary/Personnel, Secondary, Special Student Services) and such other appropriate personnel as designated by the Superintendent.

### **D. Procedure**

The number of days indicated at each level below shall be considered as maximum, and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by the authorized representative of each party. Any grievance involving a group of teachers, or more than one school, or broad policy questions, may be processed, in the judgment of the Association, beginning at the second or third level. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

#### **1. Level 1**

- A. A teacher alleging a grievance may initiate this procedure by the following action: he/she may approach his/her immediate supervisor and discuss the matter in his/her own behalf. The teacher may require that a representative of the Association accompany him in approaching his/her immediate supervisor. In such case, the teacher may not be compelled to discuss such grievance prior to any scheduled meeting at which such representative is to be present.

- B. In the event that the steps under "a" above are unsuccessful in resolving the grievance, the teacher may file a written grievance on a mutually agreeable form. The form shall be filed in three (3) copies as follows: one copy each for the aggrieved teacher, the Association, and the immediate supervisor. A written grievance shall be filed as soon as possible, but in no event later than twenty (20) days after occurrence of the facts giving rise to the grievance. or notice of such facts to the teacher, whichever is later.
- C. Within three (3) days following the filing of a written grievance, a meeting shall take place between the immediate supervisor, the aggrieved teacher, and the Association representative to attempt to resolve the grievance. If the immediate supervisor resolves the grievance to the satisfaction of the aggrieved teacher and the Association representative, he/she shall deliver a written answer to said teacher, explaining said resolution if the teacher so requests. In the event that the immediate supervisor does not resolve said grievance, he/she shall deliver a written answer to that effect to said teacher. The written answer in each of the above instances shall be delivered no later than two (2) days following the meeting described in this subsection "c."

## 2. Level 2

If the grievance is not settled at Level 1 above, the Association may, within five (5) days after the answer is rendered or due at Level 1, notify the appropriate Assistant Superintendent in writing that it appeals the grievance stating the grounds for such appeal. The appropriate Assistant Superintendent shall, within five (5) days after receipt thereof, convene a Level 2 meeting between the Central Grievance Committee and the Board's Appeal Committee, and a written answer, as described in this article, Section D.1.c., on or attached to the grievance, shall be rendered within five (5) days thereafter and delivered to the Association.

## 3. Level 3

If the grievance is not settled at Level 2 above, the Association may appeal to the Superintendent within five (5) days after the answer is rendered or due at Level 2, stating the grounds for appeal. The Superintendent will meet with the Central Grievance Committee within five (5) days after receipt of written notice of appeal for the purpose of resolving the matter. The Superintendent's written answer to said grievance shall be transmitted to the Central Grievance Committee within seven (7) days after the meeting.



**4. Level 4**

- A. Within ten(10) days after receipt of the answer or after the answer is due, the Association may, by notice, request that the matter be submitted to arbitration.
- B. The Superintendent and the Association will attempt to select an arbitrator within five(5) days after notice has been given. If they do not agree upon the selection within said five(5) days, the arbitrator shall be selected by the American Arbitration Association in accordance with its rules, which shall likewise govern the arbitration hearing.
- C. The arbitrator shall limit his/her decision to the application and interpretation of the provisions of this contract and he/she shall be without authority to modify or amend it or to make a decision contrary to law.
- D. The arbitrator shall be without power or authority to make any decision involving Board discretion or Board policy under the provisions of this Agreement or under applicable law, except that he/she may decide in a particular case that Board policy was disregarded or that its attempted application under any terms of this Agreement was so discriminatory, arbitrary, or capricious as to constitute an abuse of discretion.
- E. The decision of the arbitrator, made in accordance with his/her authority, as defined herein, shall be accepted as final by the parties to the dispute and it shall be binding upon them.
- F. The costs of any arbitration under this article shall be divided equally between the Board and the Association.

**E. Miscellaneous**

- 1. In the event that the Board claims a violation, misapplication, misinterpretation of this Agreement by the Association or any member of the negotiating unit, a grievance thereon may be instituted by the Superintendent directly to the Central Grievance Committee as in Level 3 and the Board, if dissatisfied with the answer, may proceed to arbitration as in Level 4.
- 2. Failure to appeal at any stage or level within the times specified above shall be deemed an acceptance of the decision rendered at that step.

## **ARTICLE XIX TUTORING SERVICE**

The principal, or his/her designee, of each building will provide a list of names of tutors or special area teachers who would be available should parents wish to provide their children such service.

- A. Anyone on a list of tutors should be certified in his/her area of instruction.
- B. All teachers in our district will have the opportunity to be listed if they so desire.
- C. No commercial agency should be placed on any lists.
- D. Teachers should in no instance provide tutoring for which they are paid for their own pupils except in the case of home teaching.

## **ARTICLE XX PHYSICAL EXAMINATION**

- A. An examination is required of all professional staff members during the last six months of a probationary term.
- B.
  - 1. A tuberculin skin test is required of all new members. Known reactors are required to have a chest X-ray.
  - 2. If an employee on first examination is found to have a positive tuberculin test, he/she will be required to have a chest X-ray for five consecutive years and then every two years thereafter.
- C. The Board of Education has the right to have the school physician examine any employee in the system. The employee shall be given notice in writing at least five(5) school days in advance and may have his/her personal physician or other party of his/her choice present at the examination if he/she so chooses.

## **ARTICLE XXI PROBATION AND TENURE**

- A. The probationary term for teachers and other tenured positions shall be as stipulated by law.
- B. Tenure shall be granted to teachers who:

1. Have successfully completed a full-time probationary period which may include full-time credit up to two (2) years for full-time regular substitute teaching for a major fraction of the year in the same subject area and/or level for which tenure is being considered.
  2. Are recommended for appointment by the Superintendent, and
  3. Are approved by resolution of the Board of Education.
- C. Teachers shall be advised of tenure status no later than April 15 prior to the expiration of their probationary period for those who begin service on September 1. Those who begin service other than on September 1 shall be advised of tenure status no later than sixty(60) days prior to the expiration of their probationary period. Failure to notify the teacher by April 15 will not abrogate the deadline imposed by State Law relating to tenure.

## **ARTICLE XXII**

### **CREDIT FOR PRIOR SERVICE AND MILITARY SERVICE**

- A. Credit for teaching experience outside the District and for military service for new teachers will be applied as follows:
1. Full credit for previous teaching experience that will contribute to the effectiveness of instruction may be awarded to teachers when placing them on the salary schedule.
  2. Military service may be credited on the basis of:
    - a. Full credit up to a maximum of five (5) years for military service, provided it occurred after the person has actually started to teach.
    - b. Where a teacher has not taught prior to entering service, one-half credit for service up to five(5) years may be given.
  3. The crediting of prior teaching service and/or service in the armed forces shall be at the discretion of the Board at the time of appointment.
- B. Teachers who begin their service during the school year and who teach at least one semester will be given a full year's teaching credit on the salary schedule effective as of the beginning of the ensuing school year. This privilege is limited to one usage by any teacher while employed by the District unless otherwise mutually agreed to by the Association and the Superintendent of Schools.

**ARTICLE XXIII  
TEACHER SALARY ENTITLEMENT  
AND  
METHOD OF PAYMENT**

- A. A teacher who serves through a full teaching year (i.e., while schools are in session between September 1 and the following June 30) shall be entitled to his/her full annual salary, or one-tenth for each calendar month of the year, beginning September 1 and ending the following June 30.

Pay Periods: In the event that the normal 21-pay periods will not "fit" into a particular school year, prior notice will be given to the Association.

Teachers shall have a choice of two(2) options of payment as described below. The selection of the option shall be made only on a form to be provided by the District's Business Office on June 1 of the current school year and which must be completed and returned to the Business Office not later than June 10. The option selected will then remain in effect for the following school year and will continue automatically thereafter. Changes in option may be made by the teacher only during any subsequent change of status period (i.e., June 1-10) of succeeding years. New employees may make their selection of option-of-payment only during the orientation period before school starts for students. Teachers employed after the opening of school will make their selection of option-of-payment before reporting to work.

Teachers shall have one of the following options of payment:

1. Option I - Normal Current Basis

Payment will be made at the rate of 1/21 of the annual entitlement for each of the 21 two-week periods, from September 1 through June 30. Pay days will normally be on alternate Fridays, except when holidays require adjustment in the schedule.

2. Option II - Deferred Payments

At the written request of the teacher (on form provided by the Business Office) he/she may select payment at the rate of 1/25 of the annual entitlement for 20 of the 21 two-week periods during the school year with the final payment in June of 5/25 of the annual salary entitlement.

- B. Payment for duties and services will be paid on the regular check, provided that separate tax rates are used to compute the tax on duties and services which are in addition to regular assignments.

## **ARTICLE XXIV MISCELLANEOUS**

### **A. Reprisals Prohibited**

The legal act or acts of any teacher, group of teachers, or all the teachers in their participation in negotiations and execution of any or all of the terms of this Agreement shall not constitute or be the basis of, directly or indirectly, any punitive disciplinary act or acts of reprisal on the part of the school board or the administrative authority of the school district.

### **B. Copies of Board Agenda and Minutes**

The Board agrees to furnish the Association's Executive Committee with at least ten(10) copies of the Minutes of any regular or special meeting within fourteen (14) days after the Minutes of such meeting have been approved. The Board agrees to furnish the Association's president with at least ten (10) copies of the tentative agenda of any regular or special meeting it holds with up-to-date revisions as may be feasible. (Delivery is to be made at the same time such agenda and revisions are available to the Board.)

### **C. Copies of Agreement**

Copies of the new Agreement shall be made available in sufficient numbers so that each member of the negotiating unit will have a copy. It shall be the responsibility of each of the parties (Board and Association) to share the necessary costs of printing on a pro rata basis depending on the number of copies received. The party sharing the greater portion of the cost will determine the format and/or size of the Agreement.

### **D. Information**

The Board shall make available to the Association, upon its reasonable request, any and all available information, statistics, and records relevant to negotiations, or necessary for the proper enforcement of the terms of this Agreement.

### **E. Reimbursement - Authorized Expenses**

Reimbursement of expenses for authorized travel by car by district employees will be made at the same rate permitted by the Internal Revenue Service.

#### **F. Teacher Visitation Day**

1. A teacher may be absent from duty for not more than two (2) days of visitation to another school, classroom, either within the district or in another school system each year.
2. Within a given school, the total number of teacher visitation days may not be more than the number of teachers on the school's staff.

#### **G. Professional Conference Attendance**

1. A teacher who desires to attend a professional conference will submit his/her request, on the proper form, to his/her immediate supervisor who, if it meets his/her approval, will forward the request to the building principal. The Superintendent will have the final authority to approve or disapprove the request.
2. Normal expenses and the cost of providing a substitute for the teacher who attends a conference as provided in Item G.1 will be paid by the Board.
3. Any teacher who is an officer or delegate of an acknowledged state or national professional organization will receive full reimbursement for expenses at necessary meetings of this group (as provided in Article XXIV, Section G, Item I) if no reimbursement is available from the sponsoring organization unless the subject matter of such meetings would clearly conflict with the best interests of the Board of Education -- such as negotiation workshops.
4. The above provision of G.3. applies to a teacher who is invited to serve as a resource leader or speaker at an educational conference or any other meeting called and conducted by the State Education Department.
5. The District will not pay expenses for the Association's delegates to the NEA/New York Educators Association's representative assembly meeting(s). The District will pay the expenses for delegates to the New York State Teachers' Retirement System.

#### **H. Saving Clause**

If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.

## **I. Priority of Agreement**

This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms.

## **J. Liaison Meetings**

The Superintendent shall meet regularly on at least a monthly basis with representative(s) or his/her designated representative(s) of the Association to discuss matters related to the implementation of and adherence to the terms of this Agreement and related matters. An agenda of items submitted by one or both parties shall be drawn up and submitted to the other party at least one day prior to the meeting.

## **K. Payroll Deductions**

1. The Board agrees to make payroll deductions for payment into Tax Sheltered Annuities upon the request of the Bargaining Unit Member. Such requests must be made thirty(30) days prior to the date upon which the deduction is to be made and should be made on the proper form.
2. The Board agrees to make payroll deductions for payment into a credit union, designated by the Association and approved by the Superintendent of Schools, upon the request of any Bargaining Unit Member. A request for such payroll deductions made by a Bargaining Unit Member, may not be rescinded or adjusted within the school year in which it becomes operative. Such requests must be made thirty (30) days prior to the date upon which the deduction is to be made and should be made on the proper form.
3. The Board agrees to make payroll deductions for the purchase of U.S. Savings Bonds upon the request of any Bargaining Unit Member. Such request must be made thirty (30) days prior to the date upon which the deduction is to commence and shall be on the proper form. Only one such designation shall be permitted in the beginning of each semester and shall continue until the employee submits a request to terminate the deductions.
4. The Board agrees to make available to Bargaining Unit Members the direct deposit option for payroll checks solely to a bank Specified by the Unit Member. The specification will be made in writing.

Current and new employees shall make the election of direct deposit within the first two pay periods of the school year or within the first two pay periods of their employment. Also, if an employee deems it necessary to change the designated banking institution for direct deposit or cease direct deposit and return to

receiving the actual paycheck directly, he/she will give the District a three (3) week notice to affect the change.

5. Under the provisions of the Flex Spending Account Program, Section 125 Cafeteria Plan, a unit member can redirect a portion of his or her salary into two types of reimbursable expenses on a pre-tax basis.

All salary deductions are made on a twenty (20) payment payroll cycle and elections must be made prior to the beginning of the plan year.

#### **L. Residual Board Rights**

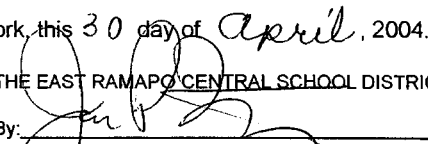
All terms and conditions of employment not covered or abridged by this Agreement shall continue to be subject to the Board's exclusive direction and control, and shall not be the subject of negotiations during the life of this Agreement.

### **ARTICLE XXV TERM OF AGREEMENT**

1. This Agreement shall remain in full force and effect from July 1, 2001 to June 30, 2005. Except as is otherwise specifically provided in the Recognition Agreement, this Agreement will continue to be in effect from year to year after June 30, 2005 unless either party is notified by the other by the 1st of January preceding the expiration date.
2. The parties agree that once negotiations have been completed and the Agreement ratified, negotiations will not be reopened during the life of the Agreement except by mutual agreement of the parties.

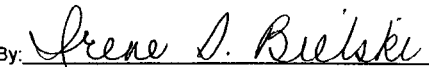
Executed at Spring Valley, New York, this 30 day of April, 2004.

THE EAST RAMAPO CENTRAL SCHOOL DISTRICT

By:   
Jason F. Friedman, Superintendent of Schools

By:   
Susan Gordon, President of Board of Education

THE EAST RAMAPO TEACHERS ASSOCIATION

By:   
Irene S. Bielski, President



## **APPENDIX A RECOGNITION AGREEMENT**

In order to effectuate the provisions of Article 14 of the Civil Service Law (Chapter 392 of the Laws of 1967, as amended, Public Employees' Fair Employment Act), this agreement is entered into this 6<sup>th</sup> day of June, 2003, by and between the BOARD OF EDUCATION OF EAST RAMAPO CENTRAL SCHOOL DISTRICT (hereinafter referred to as the "Board") and the EAST RAMAPO TEACHERS ASSOCIATION (hereinafter referred to as the "Association").

### **WITNESSETH:**

WHEREAS, the Association has requested that the Board recognize the Association as the exclusive negotiating agent for the instructional staff as negotiating unit (including the following certificated professional personnel on tenure or probation: teachers, library-media specialists—secondary, guidance counselors, psychologists, social workers, department chairpersons, and all other certificated professional personnel, except teaching assistants, whose positions are not entirely administrative and/or supervisory) and

WHEREAS, the Board has determined that the Association is the representative organization of a majority of the personnel in the instructional staff as a negotiating unit;

NOW, THEREFORE, the Board and the Association do hereby mutually agree as follows:

**1. Recognition**

- a. The Board hereby recognizes the Association as the exclusive negotiating agent for the instructional staff as a negotiating unit.
- b. Such unchallenged representation status shall extend for the maximum period permissible under law.

**2. Acceptance**

The Association hereby accepts the recognition as hereinbefore made, and the Association through its officers agrees to comply with the provisions of Section 210, Article 14 of the Civil Service Law and affirms that it does not assert the

4-13-04

right to strike against any government, to assist or participate in any such strike, or to impose an obligation to conduct, assist or participate in such strike.

IN WITNESS WHEREOF, the Board and the Association have caused these presents to be executed by their proper officers as of the date first above written.

BOARD OF EDUCATION

By: 

EAST RAMAPO TEACHERS ASSOCIATION

By: Jerome S. Bieliski

APPENDIX B # \_\_\_\_\_

**EAST RAMAPO CENTRAL SCHOOL DISTRICT  
PAYROLL DEDUCTION--DUES PAYMENT AUTHORIZATION**

Name \_\_\_\_\_ Bldg. \_\_\_\_\_

Street \_\_\_\_\_ Village \_\_\_\_\_ State \_\_\_\_\_

Social Security # \_\_\_\_\_ Telephone # \_\_\_\_\_

I hereby request and authorize you, in accordance with Article I of the current collective negotiations agreement, to deduct from my salary and transmit to the East Ramapo Teachers Association, total annual dues in 20 equal installments, for transmittal to the organizations indicated below.

I hereby waive all right and claim for said monies to be deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefore.

I understand that unless I notify you in writing to the contrary by 16 school days prior to the fourth regularly scheduled pay day of this and succeeding school years, such deductions shall continue indefinitely.

\_\_\_\_\_  
Employee's signature

\_\_\_\_\_  
Date

**DUES AS PRESENTLY CERTIFIED**  
**EAST RAMAPO TEACHERS ASSOCIATION**  
**NEA/NEW YORK**  
**National Education Association**

**UNIFIED  
DUES**

## **APPENDIX C**

### **SUMMER SCHOOL EMPLOYMENT REGULATIONS AND WORK RULES**

1. The contract states that there may not be more than two leaves of absence (not necessarily consecutive) granted to summer school teachers without the approval of the Superintendent.
2. A teacher who has previously taught in summer school accrues seniority in summer school. In order to maintain accrued seniority in summer school, a teacher must file an application for a position each year. If a teacher fails to file such an application or takes a leave of absence from such position without approval, the teacher will lose all accrued seniority.
3. If a teacher with seniority in summer school is planning to take a leave of absence from summer school, a letter indicating this request for a leave should be received by the Personnel Office no later than May 15.
4. If a teacher is hired for summer school and classes do not materialize, the teacher will not lose an accrued seniority, but will not accrue an additional year of seniority for the summer not worked.
5. A teacher in summer school will gain one year of seniority each summer he/she teaches--regardless of whether the teacher teaches one or two classes.
6. If the number of classes expected in summer school does not materialize, each teacher hired will receive at least one class; the second class, where available, will be distributed according to summer school seniority in each subject area.
7. If a teacher has accrued seniority in a particular subject area in summer school, has been hired for a given summer, but due to a limited enrollment has only been assigned one class, that teacher may, if certified in another subject area, be assigned a second class in that subject area providing, of course, a maximum of 2 classes have been assigned to all other teachers hired in that subject area (e.g., if 5 teachers were hired to teach English and only 9 classes materialized, the teacher lowest in seniority would be teaching only 1 class. This teacher is certified in Social Studies also. In the Social Studies area 5 teachers have been hired but 11 classes are available. Before someone new is hired to teach this extra Social Studies class, the teacher hired to teach English, certified in Social Studies and with only 1 English class, should be assigned to this Social Studies class.)

8. If a teacher is hired to teach one subject, but because of lack of classes, is assigned one class in another subject area, the seniority the teacher gains is in the area in which he/she was originally hired.
9. If someone on the present roster of summer school teachers applies for summer school leave of absence, no one new in that subject area should be hired for summer school work until all current members of the summer school staff certified in that subject area are assigned 2 classes each.
10. Whenever practicable, the specific class(es) assigned to a teacher will be based on experience during the regular school year and/or previous summer school experience.
11. If summer school classes must be eliminated or combined, the least senior teacher in a subject area will be the one to lose 1 class. If 2 classes are to be lost, the next least senior teacher will lose 1 class also, etc.
12. If enrollment in summer school increases beyond initial expectation and a new class or classes are formed, before a new Bargaining Unit Member is hired:
  - a. all previously hired teachers in the particular area(s) must each have 2 classes.
  - b. all other teachers in summer school teaching only one class, but having appropriate certification in the subject area, should be assigned in accordance with provision 7 of these guidelines.
13. If a new teacher is now to be hired, selection will be made from the summer school application list. If the application list is exhausted, or teachers on the list are unavailable, the Personnel Office has the option to recruit. Applicants have the responsibility of alerting the Personnel Office to their whereabouts so that they might be contacted.
14. If seniority in summer school is found to be equal among several Bargaining Unit Members, then the next factors to be considered before a second class is assigned will be seniority in the District, followed by date of appointment in the District, followed by date of acceptance of appointment.

## **APPENDIX D**

1. All persons who served as Department Chairpersons prior to July 1, 1976 and have continued in such position since that date, did and will continue, so long as continuing to serve as such Department Chairpersons, to accumulate seniority both in their respective teaching tenure areas and in the appropriate tenure area of Department Chairpersons for each year in which such persons spent or hereafter spends a part of their work day teaching students and acting as Department Chairpersons.
2. All persons who were appointed to a position of Department Chairpersons effective on or after July 1, 1976 for service after such date, did and will continue, so long as continuing to serve as Department Chairpersons, to accumulate seniority while occupying such position only in the appropriate tenure area of Department Chairpersons.

**APPENDIX E**  
**SUMMER READING CLINIC EMPLOYMENT**  
**REGULATIONS AND WORK RULES**

1. There may not be more than two leaves of absence (not necessarily consecutive) granted to Summer Reading Clinic teachers without the approval of the Superintendent.
2. A teacher who has previously taught in Summer Reading Clinic accrues seniority in the Reading Clinic. In order to maintain accrued seniority, a teacher must file an application for a position each year. If a teacher fails to file such an application or takes a leave of absence without approval, the teacher will lose all accrued seniority.
3. If a teacher with seniority in Summer Reading Clinic is planning to take a leave of absence, a letter indicating this request for a leave should be received by the Personnel Dept. no later than May 15.
4. If a teacher is hired for Summer Reading Clinic and classes do not materialize, the teacher will not lose any accrued seniority, but will not accrue an additional year of seniority for the summer not worked.
5. A teacher in Summer Reading Clinic will gain one year of seniority each summer he/she teaches.
6. If a new teacher is now to be hired, selection will be made from the Summer Reading Clinic application list. If the application list is exhausted, or teachers on the list are unavailable, the Personnel Dept. has the option to recruit. Applicants have the responsibility of alerting the Personnel Office to their whereabouts so that they might be contacted.

**EXHIBIT I  
DECLARATION OF INTENT FOR RETIREMENT**

I \_\_\_\_\_ do hereby, in all respects, resign and relinquish my employment as a teacher with the East Ramapo Central School District and any and all rights to employment and re-employment in connection therewith, said resignation to be effective \_\_\_\_\_. Upon the acceptance of this resignation by the Board of Education of the East Ramapo Central School District, the same shall be in all respects irrevocable and in no way subject to withdrawal or modification.

I submit this resignation with the understanding that its acceptance by the Board of Education is contingent upon, and binds the Board of Education to, the payment of the Early Retirement Incentive of the negotiated agreement's Memorandum of Understanding signed and dated June 6, 2003.

I fully understand all of the terms and provisions of this resignation. I have had ample opportunity to seek any and all advice or consultation that I desire in connection therewith, and I execute this resignation as an act of my own free will with the full knowledge and intent that the Board of Education will act in reliance thereon in its future staffing, scheduling, and hiring decisions and commitments.

IN WITNESS WHEREOF, I have hereunto set  
my hand this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Teacher's Signature

STATE OF NEW YORK    )  
  )ss:  
COUNTY OF ROCKLAND )

On this day of \_\_\_\_\_, 20\_\_\_\_, to me personally came \_\_\_\_\_  
to me known and known to me to be the individual described in and who executed the foregoing instrument and he/she duly acknowledged to me that he/she executed the same.

CC: Teachers Association

\_\_\_\_\_  
Notary Public



In compliance with the amendment of the Taylor Law with the addition of Section 204-a (Agreement between public employers and employee organizations), the following is provided:

**204-a: AGREEMENTS BETWEEN PUBLIC EMPLOYERS AND EMPLOYEE ORGANIZATIONS**

1. ANY WRITTEN AGREEMENT BETWEEN A PUBLIC EMPLOYER AND AN EMPLOYEE ORGANIZATION DETERMINING THE TERMS AND CONDITIONS OF EMPLOYMENT OF PUBLIC EMPLOYEES SHALL CONTAIN THE FOLLOWING NOTICE IN TYPE NOT SMALLER THAN THE LARGEST USED ELSEWHERE IN SUCH AGREEMENT.

"IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."

2. EVERY EMPLOYEE ORGANIZATION SUBMITTING SUCH A WRITTEN AGREEMENT TO ITS MEMBERS FOR RATIFICATION SHALL PUBLISH SUCH NOTICE, INCLUDE SUCH NOTICE IN THE DOCUMENTS ACCOMPANYING SUCH SUBMISSION AND SHALL READ IT ALOUD AT ANY MEMBERSHIP MEETING CALLED TO CONSIDER SUCH RATIFICATION.
3. WITHIN SIXTY (60) DAYS AFTER THE EFFECTIVE DATE OF THIS ACT, A COPY OF THIS SECTION SHALL BE FURNISHED BY THE CHIEF FISCAL OFFICER OF EACH PUBLIC EMPLOYER TO EACH PUBLIC EMPLOYEE. EACH PUBLIC EMPLOYEE EMPLOYED THEREAFTER SHALL, UPON SUCH EMPLOYMENT, BE FURNISHED WITH A COPY OF THE PROVISIONS OF THIS SECTION.

**TEACHERS SALARY SCHEDULE**  
(Actual Index)

Year	Step	B	B15	B30	M/B45	M15/B30	M30	M45	M60
1	1	1.0000	1.0550	1.1100	1.1650	1.2200	1.2750	1.3300	1.3850
2	2	1.0500	1.1078	1.1655	1.2233	1.2810	1.3388	1.3965	1.4543
3	3	1.1000	1.1605	1.2210	1.2815	1.3420	1.4025	1.4630	1.5235
4	4	1.1500	1.2133	1.2765	1.3398	1.4030	1.4663	1.5295	1.5928
5	5	1.2000	1.2660	1.3320	1.3980	1.4640	1.5300	1.5960	1.6620
6	6	1.2500	1.3188	1.3876	1.4563	1.5250	1.5938	1.6625	1.7313
7	7	1.3000	1.3715	1.4430	1.5145	1.5860	1.6575	1.7290	1.8005
8	8	1.3500	1.4243	1.4985	1.5728	1.6470	1.7213	1.7955	1.8698
9	9	1.4000	1.4770	1.5540	1.6310	1.7080	1.7850	1.8620	1.9390
10	10	1.4500	1.5298	1.6095	1.6893	1.7690	1.8488	1.9285	2.0083
11	11	1.5000	1.5825	1.6650	1.7475	1.8300	1.9125	1.9950	2.0775
12	12	1.5500	1.6353	1.7205	1.8058	1.8910	1.9763	2.0615	2.1468
13	13	1.6000	1.6880	1.7760	1.8640	1.9520	2.0400	2.1280	2.2160
14	14	1.6500	1.7408	1.8315	1.9223	2.0130	2.1038	2.1945	2.2853
15	15	1.6500	1.7935	1.8870	1.9805	2.0740	2.1675	2.2610	2.3545
16	15	1.6500	1.7935	1.8870	1.9805	2.0740	2.1675	2.2610	2.3545
17	15	1.6500	1.7935	1.8870	1.9805	2.0740	2.1675	2.2610	2.3545
18	C1	1.7000	1.8463	1.9425	2.0388	2.1350	2.2313	2.3275	2.4238
19	C1	1.7000	1.8463	1.9425	2.0388	2.1350	2.2313	2.3275	2.4238
20	C1	1.7000	1.8463	1.9425	2.0388	2.1350	2.2313	2.3275	2.4238
21	C2	1.7500	1.8990	1.9980	2.0970	2.1960	2.2950	2.3940	2.4930
22	C2	1.7500	1.8990	1.9980	2.0970	2.1960	2.2950	2.3940	2.4930
23	C2	1.7500	1.8990	1.9980	2.0970	2.1960	2.2950	2.3940	2.4930
24	C3	1.8000	1.9518	2.0535	2.1553	2.2570	2.3588	2.4605	2.5623
>24	C3	1.8000	1.9518	2.0535	2.1553	2.2570	2.3588	2.4605	2.5623

## EAST RAMAPO CENTRAL SCHOOL DISTRICT

Teachers' Salary Schedule  
2001-2002

Base 36,212.80

Year	Step	B	B15	B30	M/B45	M15/B30	M30	M45	M60	DR
1	1	36,212.80	38,204.51	40,196.21	42,187.91	44,179.62	46,171.32	48,163.03	50,154.73	50,654.73
2	2	38,023.44	40,116.54	42,206.02	44,299.12	46,388.60	48,481.70	50,571.18	52,664.28	53,164.28
3	3	39,834.08	42,024.96	44,215.83	46,406.71	48,597.58	50,788.45	52,979.33	55,170.20	55,670.20
4	4	41,644.72	43,936.99	46,225.64	48,517.91	50,806.56	53,098.83	55,387.48	57,679.75	58,179.75
5	5	43,455.36	45,845.41	48,235.45	50,625.50	53,015.54	55,405.59	57,795.63	60,185.68	60,685.68
6	6	45,266.00	47,757.44	50,248.88	52,736.70	55,224.52	57,715.96	60,203.78	62,695.22	63,195.22
7	7	47,076.64	49,665.86	52,255.07	54,844.29	57,433.50	60,022.72	62,611.93	65,201.15	65,701.15
8	8	48,887.28	51,577.89	54,264.88	56,955.49	59,642.48	62,333.10	65,020.09	67,710.70	68,210.70
9	9	50,697.92	53,486.31	56,274.69	59,063.08	61,851.47	64,639.85	67,428.24	70,216.62	70,716.62
10	10	52,508.56	55,398.34	58,284.50	61,174.29	64,060.45	66,950.23	69,836.39	72,726.17	73,226.17
11	11	54,319.20	57,306.76	60,294.31	63,281.87	66,269.43	69,256.98	72,244.54	75,232.10	75,732.10
12	12	56,129.84	59,218.79	62,304.13	65,393.08	68,478.41	71,567.36	74,652.69	77,741.64	78,241.64
13	13	57,940.48	61,127.21	64,313.94	67,500.66	70,687.39	73,874.12	77,060.84	80,247.57	80,747.57
14	14	59,751.12	63,039.25	66,323.75	69,611.87	72,896.37	76,184.49	79,468.99	82,757.12	83,257.12
15	15	59,751.12	64,947.66	68,333.56	71,719.45	75,105.35	78,491.25	81,877.14	85,263.04	85,763.04
16	15	59,751.12	64,947.66	68,333.56	71,719.45	75,105.35	78,491.25	81,877.14	85,263.04	85,763.04
17	15	59,751.12	64,947.66	68,333.56	71,719.45	75,105.35	78,491.25	81,877.14	85,263.04	85,763.04
18	C1	61,561.76	66,859.70	70,343.37	73,830.66	77,314.33	80,801.62	84,285.30	87,772.59	88,272.59
19	C1	61,561.76	66,859.70	70,343.37	73,830.66	77,314.33	80,801.62	84,285.30	87,772.59	88,272.59
20	C1	61,561.76	66,859.70	70,343.37	73,830.66	77,314.33	80,801.62	84,285.30	87,772.59	88,272.59
21	C2	63,372.40	68,768.11	72,353.18	75,938.25	79,523.31	83,108.38	86,693.45	90,278.51	90,778.51
22	C2	63,372.40	68,768.11	72,353.18	75,938.25	79,523.31	83,108.38	86,693.45	90,278.51	90,778.51
23	C2	63,372.40	68,768.11	72,353.18	75,938.25	79,523.31	83,108.38	86,693.45	90,278.51	90,778.51
24	C3	65,183.04	70,680.15	74,362.99	78,049.45	81,732.29	85,418.76	89,101.60	92,788.06	93,288.06
>24	C3	65,183.04	70,680.15	74,362.99	78,049.45	81,732.29	85,418.76	89,101.60	92,788.06	93,288.06

# EAST RAMAPO CENTRAL SCHOOL DISTRICT

## Teachers' Salary Schedule 2002-2003

Base 37,661.31

Year	Step	B	B15	B30	M/B45	M15/B30	M30	M45	M60	DR
1	1	37,661.31	39,732.69	41,804.06	43,875.43	45,946.80	48,018.18	50,089.55	52,160.92	52,660.92
2	2	39,544.38	41,721.20	43,894.26	46,071.09	48,244.14	50,420.97	52,594.02	54,770.85	55,270.85
3	3	41,427.45	43,705.95	45,984.46	48,262.97	50,541.48	52,819.99	55,098.50	57,377.01	57,877.01
4	4	43,310.51	45,694.47	48,074.67	50,458.63	52,838.82	55,222.78	57,602.98	59,986.94	60,486.94
5	5	45,193.58	47,679.22	50,164.87	52,650.52	55,136.16	57,621.81	60,107.46	62,593.10	63,093.10
6	6	47,076.64	49,667.74	52,258.84	54,846.17	57,433.50	60,024.60	62,611.93	65,203.03	65,703.03
7	7	48,959.71	51,652.49	54,345.28	57,038.06	59,730.84	62,423.63	65,116.41	67,809.20	68,309.20
8	8	50,842.77	53,641.01	56,435.48	59,233.71	62,028.18	64,826.42	67,620.89	70,419.12	70,919.12
9	9	52,725.84	55,625.76	58,525.68	61,425.60	64,325.52	67,225.45	70,125.37	73,025.29	73,525.29
10	10	54,608.91	57,614.28	60,615.88	63,621.26	66,622.86	69,628.24	72,629.84	75,635.22	76,135.22
11	11	56,491.97	59,599.03	62,706.09	65,813.15	68,920.20	72,027.26	75,134.32	78,241.38	78,741.38
12	12	58,375.04	61,587.55	64,796.29	68,008.80	71,217.54	74,430.05	77,638.80	80,851.31	81,351.31
13	13	60,258.10	63,572.30	66,886.49	70,200.69	73,514.88	76,829.08	80,143.28	83,457.47	83,957.47
14	14	62,141.17	65,560.82	68,976.70	72,396.34	75,812.22	79,231.87	82,647.75	86,067.40	86,567.40
15	15	62,141.17	67,545.57	71,066.90	74,588.23	78,109.56	81,630.90	85,152.23	88,673.56	89,173.56
16	15	62,141.17	67,545.57	71,066.90	74,588.23	78,109.56	81,630.90	85,152.23	88,673.56	89,173.56
17	15	62,141.17	67,545.57	71,066.90	74,588.23	78,109.56	81,630.90	85,152.23	88,673.56	89,173.56
18	C1	64,024.23	69,534.08	73,157.10	76,783.89	80,406.91	84,033.69	87,656.71	91,283.49	91,783.49
19	C1	64,024.23	69,534.08	73,157.10	76,783.89	80,406.91	84,033.69	87,656.71	91,283.49	91,783.49
20	C1	64,024.23	69,534.08	73,157.10	76,783.89	80,406.91	84,033.69	87,656.71	91,283.49	91,783.49
21	C2	65,907.30	71,518.84	75,247.31	78,975.78	82,704.25	86,432.72	90,161.19	93,889.66	94,389.66
22	C2	65,907.30	71,518.84	75,247.31	78,975.78	82,704.25	86,432.72	90,161.19	93,889.66	94,389.66
23	C2	65,907.30	71,518.84	75,247.31	78,975.78	82,704.25	86,432.72	90,161.19	93,889.66	94,389.66
24	C3	67,790.36	73,507.35	77,337.51	81,171.43	85,001.59	88,835.51	92,665.66	96,499.58	96,999.58
>24	C3	67,790.36	73,507.35	77,337.51	81,171.43	85,001.59	88,835.51	92,665.66	96,499.58	96,999.58

## EAST RAMAPO CENTRAL SCHOOL DISTRICT

## Teachers' Salary Schedule

2003-2004

Base 39,167.77

Year	Step	B	B15	B30	M/B45	M15/B30	M30	M45	M60	DR
1	1	39,167.77	41,321.99	43,476.22	45,630.45	47,784.68	49,938.90	52,093.13	54,247.36	54,747.36
2	2	41,126.15	43,390.05	45,650.03	47,913.93	50,173.91	52,437.81	54,697.79	56,961.68	57,461.68
3	3	43,084.54	45,454.19	47,823.84	50,193.49	52,563.14	54,932.79	57,302.44	59,672.09	60,172.09
4	4	45,042.93	47,522.25	49,997.65	52,478.97	54,952.38	57,431.70	59,907.10	62,386.42	62,886.42
5	5	47,001.32	49,586.39	52,171.46	54,756.54	57,341.61	59,926.68	62,511.76	65,096.83	65,596.83
6	6	48,959.71	51,654.45	54,349.19	57,040.02	59,730.84	62,425.59	65,116.41	67,811.15	68,311.15
7	7	50,918.10	53,718.59	56,519.09	59,319.58	62,120.08	64,920.57	67,721.07	70,521.56	71,021.56
8	8	52,876.48	55,786.65	58,692.90	61,603.06	64,509.31	67,419.48	70,325.72	73,235.89	73,735.89
9	9	54,834.87	57,850.79	60,866.71	63,882.63	66,898.55	69,914.46	72,930.38	75,946.30	76,446.30
10	10	56,793.26	59,918.85	63,040.52	66,166.11	69,287.78	72,413.37	75,535.04	78,660.63	79,160.63
11	11	58,751.65	61,982.99	65,214.33	68,445.67	71,677.01	74,908.35	78,139.69	81,371.03	81,871.03
12	12	60,710.04	64,051.05	67,388.14	70,729.15	74,066.25	77,407.26	80,744.35	84,085.36	84,585.36
13	13	62,668.43	66,115.19	69,561.95	73,008.72	76,455.48	79,902.24	83,349.01	86,795.77	87,295.77
14	14	64,626.81	68,183.25	71,735.76	75,292.20	78,844.71	82,401.15	85,953.66	89,510.10	90,010.10
15	15	64,626.81	70,247.39	73,909.58	77,571.76	81,233.95	84,896.13	88,558.32	92,220.51	92,720.51
16	15	64,626.81	70,247.39	73,909.58	77,571.76	81,233.95	84,896.13	88,558.32	92,220.51	92,720.51
17	15	64,626.81	70,247.39	73,909.58	77,571.76	81,233.95	84,896.13	88,558.32	92,220.51	92,720.51
18	C1	66,585.20	72,315.45	76,083.39	79,855.24	83,623.18	87,395.04	91,162.98	94,934.83	95,434.83
19	C1	66,585.20	72,315.45	76,083.39	79,855.24	83,623.18	87,395.04	91,162.98	94,934.83	95,434.83
20	C1	66,585.20	72,315.45	76,083.39	79,855.24	83,623.18	87,395.04	91,162.98	94,934.83	95,434.83
21	C2	68,543.59	74,379.59	78,257.20	82,134.81	86,012.42	89,890.02	93,767.63	97,645.24	98,145.24
22	C2	68,543.59	74,379.59	78,257.20	82,134.81	86,012.42	89,890.02	93,767.63	97,645.24	98,145.24
23	C2	68,543.59	74,379.59	78,257.20	82,134.81	86,012.42	89,890.02	93,767.63	97,645.24	98,145.24
24	C3	70,501.98	76,447.65	80,431.01	84,418.29	88,401.65	92,388.93	96,372.29	100,359.57	100,859.57
>24	C3	70,501.98	76,447.65	80,431.01	84,418.29	88,401.65	92,388.93	96,372.29	100,359.57	100,859.57

## EAST RAMAPO CENTRAL SCHOOL DISTRICT

Teachers' Salary Schedule  
2004-2005

Base 40,734.48

Year	Step	B	B15	B30	M/B45	M15/B30	M30	M45	M60	DR
1	1	40,734.48	42,974.87	45,215.27	47,455.67	49,696.06	51,936.46	54,176.85	56,417.25	56,917.25
2	2	42,771.20	45,125.65	47,476.03	49,830.49	52,180.87	54,535.32	56,885.70	59,240.15	59,740.15
3	3	44,807.92	47,272.36	49,736.80	52,201.23	54,665.67	57,130.10	59,594.54	62,058.98	62,558.98
4	4	46,844.65	49,423.14	51,997.56	54,576.05	57,150.47	59,728.96	62,303.38	64,881.88	65,381.88
5	5	48,881.37	51,569.85	54,258.32	56,946.80	59,635.27	62,323.75	65,012.23	67,700.70	68,200.70
6	6	50,918.10	53,720.63	56,523.16	59,321.62	62,120.08	64,922.61	67,721.07	70,523.60	71,023.60
7	7	52,954.82	55,867.34	58,779.85	61,692.37	64,604.88	67,517.40	70,429.91	73,342.43	73,842.43
8	8	54,991.54	58,018.12	61,040.61	64,067.19	67,089.68	70,116.26	73,138.75	76,165.33	76,665.33
9	9	57,028.27	60,164.82	63,301.38	66,437.93	69,574.49	72,711.04	75,847.60	78,984.15	79,484.15
10	10	59,064.99	62,315.60	65,562.14	68,812.75	72,059.29	75,309.90	78,556.44	81,807.05	82,307.05
11	11	61,101.72	64,462.31	67,822.90	71,183.50	74,544.09	77,904.69	81,265.28	84,625.88	85,125.88
12	12	63,138.44	66,613.09	70,083.67	73,558.32	77,028.90	80,503.55	83,974.12	87,448.78	87,948.78
13	13	65,175.16	68,759.80	72,344.43	75,929.07	79,513.70	83,098.33	86,682.97	90,267.60	90,767.60
14	14	67,211.89	70,910.58	74,605.19	78,303.89	81,998.50	85,697.19	89,391.81	93,090.50	93,590.50
15	15	67,211.89	73,057.28	76,865.96	80,674.63	84,483.31	88,291.98	92,100.65	95,909.33	96,409.33
16	15	67,211.89	73,057.28	76,865.96	80,674.63	84,483.31	88,291.98	92,100.65	95,909.33	96,409.33
17	15	67,211.89	73,057.28	76,865.96	80,674.63	84,483.31	88,291.98	92,100.65	95,909.33	96,409.33
18	C1	69,248.61	75,208.07	79,126.72	83,049.45	86,968.11	90,890.84	94,809.50	98,732.23	99,232.23
19	C1	69,248.61	75,208.07	79,126.72	83,049.45	86,968.11	90,890.84	94,809.50	98,732.23	99,232.23
20	C1	69,248.61	75,208.07	79,126.72	83,049.45	86,968.11	90,890.84	94,809.50	98,732.23	99,232.23
21	C2	71,285.33	77,354.77	81,387.49	85,420.20	89,452.91	93,465.62	97,518.34	101,551.05	102,051.05
22	C2	71,285.33	77,354.77	81,387.49	85,420.20	89,452.91	93,465.62	97,518.34	101,551.05	102,051.05
23	C2	71,285.33	77,354.77	81,387.49	85,420.20	89,452.91	93,465.62	97,518.34	101,551.05	102,051.05
24	C3	73,322.06	79,505.55	83,648.25	87,795.02	91,937.71	96,084.48	100,227.18	104,373.95	104,873.95
>24	C3	73,322.06	79,505.55	83,648.25	87,795.02	91,937.71	96,084.48	100,227.18	104,373.95	104,873.95

4-13-04

Co-Curricular Positions - Senior High School

	2001/02	2002/03	2003/04	2004/05
Academic League Advisor	2,198.54	2,286.48	2,377.94	2,473.06
Arista	702.09	730.17	759.38	789.76
Career Club Advisor	175.23	182.24	189.53	197.11
Choreographer	1,782.67	1,853.98	1,928.14	2,005.26
Class Advisor, Sr. (2) (each)	2,957.86	3,076.17	3,199.22	3,327.19
Class Advisor, Jr.	1,679.87	1,747.06	1,816.95	1,889.63
Class Advisor, Sophomore	1,108.62	1,152.96	1,199.08	1,247.05
Class Advisor, Freshman	1,030.00	1,071.20	1,114.05	1,158.61
Computer Club	1,353.94	1,408.10	1,464.42	1,523.00
Dance Club	1,538.51	1,600.05	1,664.05	1,730.61
Debate Team Advisor	2,137.80	2,223.31	2,312.24	2,404.73
Drama Production Advisor	1,220.76	1,269.59	1,320.37	1,373.19
Dramatics Production Advisor	4,039.62	4,201.20	4,369.25	4,544.02
Drill Team Advisor	2,198.54	2,286.48	2,377.94	2,473.06
Environmental Club Advisor	584.08	607.44	631.74	657.01
Fashion Show-Club Advisor	1,331.75	1,385.02	1,440.42	1,498.04
Foreign Exchange Advisors	702.09	730.17	759.38	789.76
Foreign Language Honor Society	702.09	730.17	759.38	789.76
Future Business Leaders	702.09	730.17	759.38	789.76
GO Advisor St. Council	3,134.26	3,259.63	3,390.02	3,525.62
GO Comptroller & Inter-Acct. Compt.	4,039.62	4,201.20	4,369.25	4,544.02
Honor Society Advisor	1,054.88	1,097.08	1,140.96	1,186.60
Jazz Ensemble	2,028.04	2,109.16	2,193.53	2,281.27
Key Club Advisor	1,596.90	1,680.78	1,727.21	1,796.30
Language Club Advisor (each)	351.63	365.70	380.32	395.54
Literary Magazine Advisor (each)	2,420.50	2,517.32	2,618.01	2,722.73
Marching Band Director	7,679.70	7,986.89	8,306.36	8,638.62
Marching Band Twirlers. Maj.	4,025.60	4,186.62	4,354.09	4,528.25
Marching Band Asst Dir-Instr (2)	4,025.60	4,186.62	4,354.09	4,528.25
Math Honor Society Advisor	702.09	730.17	759.38	789.76
Math League Advisor	1,565.37	1,627.98	1,693.10	1,760.83
Mock Trial Advisor	1,816.54	1,889.20	1,964.77	2,043.36
Model Congress Advisor	1,534.85	1,596.25	1,660.10	1,726.50
Multicultural Club Advisor	610.95	635.39	660.81	687.24
Musical Production Director	5,937.92	6,175.44	6,422.45	6,679.35
Musical Production Producer	1,220.76	1,269.59	1,320.37	1,373.18
Musical Show Orch. Dir.	3,134.26	3,259.63	3,390.02	3,525.62
Newspaper Advisor	5,205.47	5,413.68	5,630.23	5,855.45
Scenery Construction Advisor	1,859.76	1,934.15	2,011.52	2,091.97

4-13-04

Co-Curricular Positions – Senior High	2001/02	2002/03	2003/04	2004/05
Science Honor Society Advisor	702.09	730.17	759.38	789.75
Science Olympiad	1,230.12	1,279.32	1,330.50	1,383.72
Set Design Advisor	1,859.76	1,934.15	2,011.51	2,091.97
Ski Club Advisor				
Base	175.23	182.24	189.53	197.11
Per full day trip	175.23	182.24	189.53	197.11
Maximum	1,051.38	1,093.44	1,137.18	1,182.66
Thespian Advisor	649.52	675.50	702.52	730.62
Treasurer	6,474.14	6,733.10	7,002.43	7,282.52
Video Production - Teacher	3,673.98	3,820.94	3,973.78	4,132.73
Video Production - AV Tech	3,673.98	3,820.94	3,973.78	4,132.73
Yearbook Advisor	4,039.62	4,201.20	4,369.25	4,544.02
Yearbook Advisor, Asst.	2,420.50	2,517.32	2,618.01	2,722.73
Yearbook Photographer	2,420.50	2,517.32	2,618.01	2,722.73

Co-Curricular Positions - Middle School

	2001/02	2002/03	2003/04	2004/05
Builders Club	976.60	1,015.66	1,056.30	1,098.55
Computer Club Advisor	1,353.94	1,408.09	1,464.42	1,522.99
Honor Society	1,054.88	1,097.08	1,140.96	1,186.60
Knowledge Masters	1,230.12	1,279.32	1,330.50	1,383.72
Little Factory Advisor	2,027.98	2,109.10	2,193.46	2,281.20
Math League Advisor	1,565.37	1,627.99	1,693.11	1,760.83
Multicultural Club Advisor	610.95	635.39	660.81	687.24
Musical Production Director	3,709.02	3,857.38	4,011.68	4,172.14
Newspaper Advisor	2,821.20	2,934.05	3,051.41	3,173.47
School Store Supervisor	2,420.50	2,517.32	2,618.01	2,722.73
Science Olympiad	1,230.12	1,279.32	1,330.50	1,383.72
Ski Club Advisor				
Base	175.23	182.24	189.53	197.11
Per Full Day Trip	175.23	182.24	189.53	197.11
Maximum	1,051.38	1,093.44	1,137.18	1,182.66
Student Council Advisor	2,420.50	2,517.32	2,618.01	2,722.73
Student Council Advisor Assistant	810.73	843.16	876.89	911.97
Treasurer	2,420.50	2,517.32	2,618.01	2,722.73
Weather Club Advisor	702.09	730.17	759.38	789.75
Yearbook Advisor	3,760.42	3,910.83	4,067.27	4,229.96
Yearbook Photographer	2,420.50	2,517.32	2,618.01	2,722.73

Co-Curricular Positions - Elementary School

	2001/02	2002/03	2003/04	2004/05
Young Astronauts Advisor	683.39	710.73	739.15	768.72
Elementary Music Production	3,090.00	3,213.60	3,342.14	3,475.83



Coaching Salaries 2001/02 to 2004/05

COACHES SALARIES	2001/02	2002/03	2003/04	2004/05
<b>CLASS A</b>				
Football				
Grade III				
Varsity Head	6,043.06	6,284.78	6,536.17	6,797.62
Varsity Assistant	3,990.55	4,150.17	4,316.18	4,488.83
Jr. Varsity Head	3,990.55	4,150.17	4,316.18	4,488.83
Jr. Varsity Assistant	3,627.24	3,772.33	3,923.22	4,080.15
MS Head	3,627.24	3,772.33	3,923.22	4,080.15
MS Assistant	2,418.16	2,514.89	2,615.49	2,720.11
Grade II				
Varsity Head	6,650.52	6,916.54	7,193.20	7,480.93
Varsity Assistant	4,390.08	4,565.68	4,748.31	4,938.24
Jr. Varsity Head	4,390.08	4,565.68	4,748.31	4,938.24
Jr. Varsity Assistant	3,990.55	4,150.17	4,316.18	4,488.83
MS Head	3,990.55	4,150.17	4,316.18	4,488.83
MS Assistant	2,658.80	2,765.15	2,875.76	2,990.79
Grade I				
Varsity Head	7,314.06	7,606.62	7,910.88	8,227.32
Varsity Assistant	4,825.81	5,018.84	5,219.59	5,428.37
Jr. Varsity Head	4,825.81	5,018.84	5,219.59	5,428.37
Jr. Varsity Assistant	4,390.08	4,565.68	4,748.31	4,938.24
MS Head	4,390.08	4,565.68	4,748.31	4,938.24
MS Assistant	2,925.16	3,042.17	3,163.86	3,290.41
Basketball (Boys)				
Grade III				
Varsity Head	6,043.06	6,284.78	6,536.17	6,797.62
Jr. Varsity Head	3,990.55	4,150.17	4,316.18	4,488.83
MS Head	3,627.24	3,772.33	3,923.22	4,080.15
Grade II				
Varsity Head	6,650.52	6,916.54	7,193.20	7,480.93
Jr. Varsity Head	4,390.08	4,565.68	4,748.31	4,938.24
MS Head	3,990.55	4,150.17	4,316.18	4,488.83
Grade I				
Varsity Head	7,314.06	7,606.62	7,910.88	8,227.32
Jr. Varsity Head	4,825.81	5,018.84	5,219.59	5,428.37
MS Head	4,390.08	4,565.68	4,748.31	4,938.24

<b>COACHES SALARIES</b>	<b>2001/02</b>	<b>2002/03</b>	<b>2003/04</b>	<b>2004/05</b>
<b>Basketball (Girls)</b>				
Grade III				
Varsity Head	6,043.06	6,284.78	6,536.17	6,797.62
JV Head/Varsity Asst.	3,990.55	4,150.17	4,316.18	4,488.83
Grade II				
Varsity Head	6,650.52	6,916.54	7,193.20	7,480.93
JV Head/Varsity Asst.	4,390.08	4,565.68	4,748.31	4,938.24
Grade I				
Varsity Head	7,314.06	7,606.62	7,910.88	8,227.32
JV Head/Varsity Asst.	4,825.81	5,018.84	5,219.59	5,428.37
<b>Baseball</b>				
Grade III				
Varsity Head	6,043.06	6,284.78	6,536.17	6,797.62
Jr. Varsity Head	3,990.55	4,150.17	4,316.18	4,488.83
MS Head	3,627.24	3,772.33	3,923.22	4,080.15
Grade II				
Varsity Head	6,650.52	6,916.54	7,193.20	7,480.93
Jr. Varsity Head	4,390.08	4,565.68	4,748.31	4,938.24
MS Head	3,990.55	4,150.17	4,316.18	4,488.83
Grade I				
Varsity Head	7,314.06	7,606.62	7,910.88	8,227.32
Jr. Varsity Head	4,825.81	5,018.84	5,219.59	5,428.37
MS Head	4,390.08	4,565.68	4,748.31	4,938.24
<b>CLASS B</b>				
<b>Boys Ice Hockey</b>				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
Jr. Varsity Head	2,794.32	2,906.09	3,022.33	3,143.22
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
Jr. Varsity Head	3,072.36	3,195.25	3,323.06	3,455.98
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
Jr. Varsity Head	3,379.58	3,514.76	3,655.35	3,801.56

<b>COACHES SALARIES</b>	<b>2001/02</b>	<b>2002/03</b>	<b>2003/04</b>	<b>2004/05</b>
<b>Wrestling</b>				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
JV Head/Varsity Assistant	2,794.32	2,906.09	3,022.33	3,143.22
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
JV Head/Varsity Assistant	3,072.36	3,195.25	3,323.06	3,455.98
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
JV Head/Varsity Assistant	3,379.58	3,514.76	3,655.35	3,801.56
<b>Soccer (Boys)</b>				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
Varsity Assistant	2,794.32	2,906.09	3,022.33	3,143.22
Jr. Varsity Head	2,794.32	2,906.09	3,022.33	3,143.22
MS Head	2,540.82	2,642.45	2,748.15	2,858.08
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
Varsity Assistant	3,072.36	3,195.25	3,323.06	3,455.98
Jr. Varsity Head	3,072.36	3,195.25	3,323.06	3,455.98
MS Head	2,794.32	2,906.09	3,022.33	3,143.23
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
Varsity Assistant	3,379.58	3,514.76	3,655.35	3,801.56
Jr. Varsity Head	3,379.58	3,514.76	3,655.35	3,801.56
MS Head	2,794.32	2,906.09	3,022.33	3,143.23
<b>Soccer (Girls)</b>				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
Varsity Assistant	2,794.32	2,906.09	3,022.33	3,143.22
Jr. Varsity Head	2,794.32	2,906.09	3,022.33	3,143.22
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
Varsity Assistant	3,072.36	3,195.25	3,323.06	3,455.98
Jr. Varsity Head	3,072.36	3,195.25	3,323.06	3,455.98
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
Varsity Assistant	3,379.58	3,514.76	3,655.35	3,801.56
Jr. Varsity Head	3,379.58	3,514.76	3,655.35	3,801.56

<b>COACHES SALARIES</b>	<b>2001/02</b>	<b>2002/03</b>	<b>2003/04</b>	<b>2004/05</b>
<b>Softball</b>				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
JV Head/Varsity Assistant	2,794.32	2,906.09	3,022.33	3,143.22
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
JV Head/Varsity Assistant	3,072.36	3,195.25	3,323.06	3,455.98
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
JV Head/Varsity Assistant	3,379.58	3,514.76	3,655.35	3,801.56
<b>Volleyball</b>				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
JV Head/Varsity Assistant	2,794.32	2,906.09	3,022.33	3,143.22
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
JV Head/Varsity Assistant	3,072.36	3,195.25	3,323.06	3,455.98
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
JV Head/Varsity Assistant	3,379.58	3,514.76	3,655.35	3,801.56
<b>Winter Track</b>				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
JV Head/Varsity Assistant	2,794.32	2,906.09	3,022.33	3,143.22
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
JV Head/Varsity Assistant	3,072.36	3,195.25	3,323.06	3,455.98
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
JV Head/Varsity Assistant	3,379.58	3,514.76	3,655.35	3,801.56
<b>Track (Boys)</b>				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
JV Head/Varsity Assistant	2,794.32	2,906.09	3,022.33	3,143.22
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
JV Head/Varsity Assistant	3,072.36	3,195.25	3,323.06	3,455.98

<b>COACHES SALARIES</b>	<b>2001/02</b>	<b>2002/03</b>	<b>2003/04</b>	<b>2004/05</b>
Track (Boys)				
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
JV Head/Varsity Assistant	3,379.58	3,514.76	3,655.35	3,801.56
Track (Girls)				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
JV Head/Varsity Assistant	2,794.32	2,906.09	3,022.33	3,143.23
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
JV Head/Varsity Assistant	3,072.36	3,195.25	3,323.06	3,455.98
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
JV Head/Varsity Assistant	3,379.58	3,514.76	3,655.35	3,801.56
Swimming (Boys)				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
Swimming (Girls)				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
Girls Fall Tennis				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
JV Head/Varsity Assistant	2,794.32	2,906.09	3,022.33	3,143.22
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
JV Head/Varsity Assistant	3,072.36	3,195.25	3,323.06	3,455.98

<b>COACHES SALARIES</b>	<b>2001/02</b>	<b>2002/03</b>	<b>2003/04</b>	<b>2004/05</b>
<b>Girls Fall Tennis</b>				
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
JV Head/Varsity Assistant	3,379.58	3,514.76	3,655.35	3,801.56
<b>Boys Spring Tennis</b>				
Grade III				
Varsity Head	4,231.20	4,400.45	4,576.47	4,759.53
JV Head/Varsity Assistant	2,794.32	2,906.09	3,022.33	3,143.22
Grade II				
Varsity Head	4,656.41	4,842.67	5,036.38	5,237.84
JV Head/Varsity Assistant	3,072.36	3,195.25	3,323.06	3,455.98
Grade I				
Varsity Head	5,120.19	5,325.00	5,538.00	5,759.52
JV Head/Varsity Assistant	3,379.58	3,514.76	3,655.35	3,801.56
<b>CLASS C</b>				
<b>Bowling</b>				
Grade III				
Varsity Head	2,418.16	2,514.89	2,615.49	2,720.11
Grade II				
Varsity Head	2,658.80	2,765.15	2,875.76	2,990.79
Grade I				
Varsity Head	2,925.16	3,042.17	3,163.86	3,290.41
<b>Cross Country</b>				
Grade III				
Varsity Head	2,418.16	2,514.89	2,615.49	2,720.11
Grade II				
Varsity Head	2,658.80	2,765.15	2,875.76	2,990.79
Grade I				
Varsity Head	2,925.16	3,042.17	3,163.86	3,290.41
<b>Golf</b>				
Grade III				
Varsity Head	2,418.16	2,514.89	2,615.49	2,720.11
Grade II				
Varsity Head	2,658.80	2,765.15	2,875.76	2,990.79

<b>COACHES SALARIES</b>	<b>2001/02</b>	<b>2002/03</b>	<b>2003/04</b>	<b>2004/05</b>
Golf				
Grade I				
Varsity Head	2,925.16	3,042.17	3,163.86	3,290.41
Skiing				
Grade III				
Varsity Head	2,418.16	2,514.89	2,615.49	2,720.11
Grade II				
Varsity Head	2,658.80	2,765.15	2,875.76	2,990.79
Grade I				
Varsity Head	2,925.16	3,042.17	3,163.86	3,290.41
Cheerleading				
Varsity Head	6,340.95	6,594.59	6,858.37	7,132.70
Jr. Varsity Head	3,803.64	3,955.79	4,114.02	4,278.58
MS Head	2,120.27	2,205.08	2,293.28	2,385.01
<b>MISCELLANEOUS ATHLETIC ASSIGNMENTS</b>				
Athletic Coordinator				
Sr. High School	8,032.50	8,353.80	8,687.95	9,035.47
MS School	3,358.55	3,492.89	3,632.61	3,777.91
Equipment Manager	8,083.90	8,407.26	8,743.55	9,093.29